

# ALL HANDS



NOVEMBER 1969







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\* **FRONT COVER:** NAVY NET WORK—Painting by Journalist 3rd Class John C. Roach, the only enlisted man officially designated combat artist by the Navy, depicts deck action during underway replenishment.

\* **AT LEFT:** GATOR GAME—Two LCM-8s of Assault Craft Division 11 get a little wet as USS Alamo (LSD 33) floods her well deck during operations with the Seventh Fleet.

# After Camille



*"Thank God for the Navy . . ."*

*"Every hard, tough, unpleasant assignment that required quick action was answered . . ."*

*"They're doing all this hard work, and they're not complaining about it at all . . ."*

**W**ITHOUT what you have done," said Governor John Bell Williams, "We could not have made it through this crisis."

The governor of Mississippi was speaking to Seabees at Gulfport, after Hurricane Camille.

A state senator, Nap Cassibry, agreed. "The area damaged by Hurricane Camille could not have conducted recovery and restoration efforts of any kind without the men and equipment the Seabees have provided," he said.

And another citizen of the stricken area put it more briefly:

"Thank God for the Navy—and the Seabees."

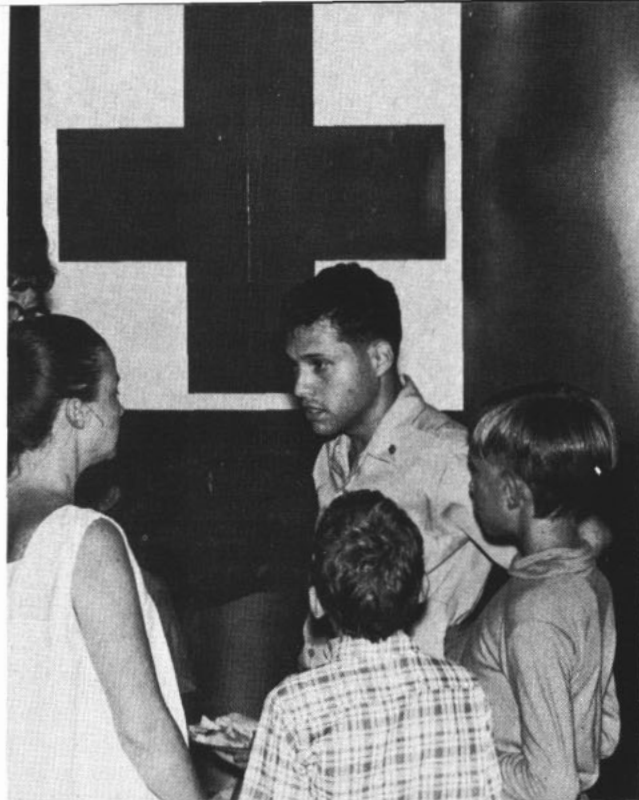
Other Navymen were also deeply involved. For example, the crew of the submarine tender *USS Bushnell* (AS 15), volunteers from NAS New Orleans, NAS Memphis and elsewhere.

The whole Navy family lent a hand, including wives, working hand in hand with the Navy Relief Society and the American Red Cross (see page 6).

**P**EOPLE OF THE area had reason to be thankful for the locally based Navymen after Camille had devastated a wide stretch of the Gulf Coast.

Her winds had hardly died down when Navymen were searching the wreckage of buildings for survivors, clearing tons of fallen trees and other debris from the streets to allow rescue vehicles to pass, and providing emergency ambulance service with any jeeps or trucks that could be put to use.

They set up communications for local Civil Defense headquarters, housed and fed refugees in the Seabee Center in Gulfport, repaired the destroyed sewer and



Hurricane Camille proved she was no lady by hurling 20-foot tides into the Mississippi Gulf Coast. The result is shown above. At right: Navy medical officer explains evacuation procedures to hurricane victims. Below left: Seabees move out to assist hurricane victims of Gulfport. Below right: Navy helicopter unloads supplies at Walnut Grove High School, one of the few buildings standing intact in this Mississippi town.



water systems, set up generators to provide emergency power—and meanwhile repaired some of their own buildings, many of which had been severely damaged.

**W**HEN CAMILLE STRUCK, one group of Seabees from Mobile Construction Battalion 128 was airborne, on their way home to Gulfport from their second tour in Vietnam.

Their planes were diverted to Florida and New Jersey. The Seabees fought their way back to Gulfport by any available transportation.

It was hardly a typical homecoming. The men's families were safe, but some had lost homes in the hurricane. They greeted their families, looked at their homes (or what was left of them)—and went straight to work. There was more than plenty to do.

Operating bulldozers, forklifts, front-end loaders, chain saws and any other equipment that came to hand, the newly returned Navymen began clearing the streets of fallen trees and rubble so that rescue vehicles could enter the area to search for trapped people.

As more flights of MCB 128 Seabees came in from Vietnam, they joined other units in the work force.

The men installed and operated diesel generators to run water pumps and sewage stations. They evacuated some 1400 refugees from Pass Christian and transported them to the Gulfport Seabee Center in Navy helicopters and buses. There the storm victims had a hot meal — for many of them, the first in three days.

In Pass Christian, they joined the massive search and rescue operation, rescuing many people who sur-



Crewmen of USS Bushnell (AS 15) aided hurricane victims at Pilottown, La. Right: Navyman aids aged Camille victim. The hurricane was the greatest natural disaster ever to strike the U. S. mainland.



vived the storm — and searching for those who did not.

After that grim job was done, the tired Vietnam veterans still had no time for leave. Some continued to clear streets; others put new roofs on buildings at the Seabee Center, and built a trailer court at the center for the use of families (including some of their own) who had lost homes.

**W**HEN Governor Williams declared partial martial law in the hurricane area, he put Captain James M. Hill Jr., CO of the Seabee Center, in charge of recovery operations.

Nearly 1700 Seabees were involved in the job.

Seabees searched the wreckage of the Gulfport Veterans Administration Hospital for more than 30 hours after the disaster. They brought out more than 200 patients, who were later evacuated.

Their search and rescue operations found hundreds of people who were trapped by debris or isolated by high water and impassable roads.

Led by Chief Builder W. M. Jackson, Seabees set up communications for the Harrison County Civil Defense headquarters with field radios after the storm had downed many telephone and power lines. All other radios in the area were inoperable.

Teams of Seabees stood round-the-clock communications watches at Civil Defense headquarters. For some of them, that meant as much as 48 hours without sleep.

Senator Cassibry, who also worked long hours at the headquarters, said: "Whenever we needed material and assistance, the Seabees responded.

"The Seabees rose to the immensity of the work," he said. "Every hard, tough, unpleasant and dirty as-

signment that required quick action was answered by the Seabees."

According to the Harrison County Civil Defense director, the Seabees directly contributed to preventing further damage and loss of life and property by doing whatever they were called on to do.

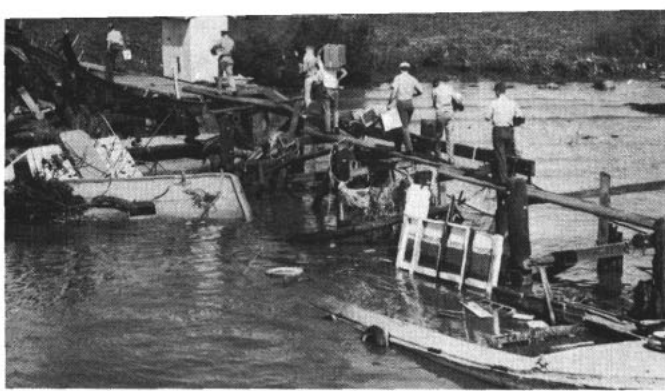
**S**HORTLY BEFORE the 190-mile-an-hour winds hit, the Seabee Center provided shelter and medical attention to expectant mothers, people with heart conditions and infirm persons. No one was denied admittance.

After the storm, hundreds of refugees were taken in at the center, either for a short stay on their way to larger relief centers, or for a longer period if they had nowhere else to go.



Aerial view, above shows the wrath of Hurricane Camille. Below: NAS New Orleans personnel search for survivors in debris at Bay St. Louis.





Navy men from USS *Bushnell* (AS 15) carry supplies over what is left of a pier and causeway. Below: Navy helo lands on highway 90 to aid victims at Bay St. Louis, Miss.



One elderly couple lost their seaside home and everything else they owned when the winds and waves struck. They were housed at the center while they waited for action on their request for a mobile home procured by the government.

They were one of 16 families staying at the newly christened "Can Do Hotel." The Navy provided hot meals, linens and blankets and medical assistance for these 63 refugees.

In addition, Navy Relief and voluntary contributions from civilians and servicemen on the base provided powdered milk, baby food, diapers and other essentials for the homeless families in the Seabee Center.

And besides housing the refugees, the center provided lodging for 85 power company employees (who

Seabee and his machine dig through collapsed building in Pass Christian, Miss.



had come all the way from Georgia) and 400 highway workers during cleanup operations.

**T**HE SEABEES weren't the only Navy men who moved into action to help the stricken area. There was the crew of the submarine tender USS *Bushnell* (AS 15), for example.

Camille had just torn through Pilottown, La. It looked like a war zone.

Splintered pieces of the pier and causeway were scattered over the harbor. Near the anchorage, four freighters lay high and dry in the tall grass. Dead cows, deer and pigs were strewn around the village. Power lines were down. The freshwater and sewer systems were badly damaged.

Then *Bushnell* arrived.

Within four days, her crew had distributed emergency fresh water and medical supplies; rebuilt the pier and causeway; set up a large diesel generator and replaced much of the destroyed power cable; restored the sewer system; gathered and burned the animal carcasses; and killed scads of poisonous snakes infesting the tall grass near the port area.

As if that weren't enough, they also provided laundry service to the townspeople.

The tender's medical staff gave inoculations to citizens of Pilottown and nearby communities to guard against epidemics. *Bushnell's* boats worked overtime carrying men, fresh water and supplies to other towns in the area.

**O**THER Navy men pitched in.

A group of 54 volunteers from NAS New Orleans went to Bay St. Louis, La., where they set up communications, cleared away debris, searched for victims, evacuated survivors by helicopter, and distributed supplies and equipment where they were needed.

Many pieces of machinery — pumps, generators and heavy equipment — were in Bay St. Louis, but were unusable because of a lack of trained operators, mechanics and electricians. The Navy men provided the know-how to put the equipment to use.

Men at NAS Memphis contributed truckloads of canned goods and other foodstuffs, and money to help with disaster work.

All over the devastated area, Navy men were often first on the scene and were among the hardest workers in the backbreaking job of digging out.

**T**HE PEOPLE who received Navy help were generous in their praise.

In Mississippi, one man said, "I don't know what the Gulf Coast would have done without them." As he spoke, a team of Seabees was hard at work chopping down a damaged tree that had threatened to crash into his house.

"I think it's fantastic," said a young girl. "They're doing all this hard work, and they're not complaining about it at all."

And another local man said simply:

"We love our Navy, afloat and ashore."



RED CROSS



## Navy Relief Society Works With Red Cross in Wake of Camille

*While the Navymen in the area stricken by Hurricane Camille were helping other people to recover from the disaster, the Navy Relief Society, American Red Cross, and other agencies were helping the Navymen and their families.*

*Many Navy families had lost homes and all their possessions in the storm. But some members of those very families that were victims of the hurricane pitched in to help others—individually or as Navy Relief volunteers.*

*Mrs. Jeanne Shields, executive secretary of the Pensacola auxiliary of Navy Relief, flew to Gulfport, Miss., three days after the hurricane and stayed there for five days. (The Gulfport Navy Relief office is a branch of the Pensacola auxiliary.) The following are excerpts from her informal report to Navy Relief headquarters in Washington.*

**T**HE SEABEE BASE at Gulfport is located some blocks from the beach, and therefore did not experience the incredible tidal damage; but it did suffer very serious damage from the 190-mile-per-hour winds and tornadoes. There are only a small number of quarters on the base, so all enlisted families and most officer families lived in either government-leased housing or private rental or ownership housing in Gulfport, Long Beach, Pass Christian, Bay St. Louis, etc.

All Navy personnel and dependents who were sheltered on the base survived the storm, though there were a few injuries—a very few considering the incredible rescue work carried out during the storm as buildings collapsed and roofs blew away. [A Navy doctor's wife and two Navymen were killed in waterfront apartments.—Ed.]

The beach front from Biloxi westward to Bay St. Louis is gone. Anyone who made that beautiful drive before 17 August can be glad he saw the beautiful old homes and trees, for they no longer exist. Homes and multistoried apartments are now only a foundation slab and a few inches of rubble.

The trees are filled with scraps of unidentifiable lumber and clothes. Fences still standing are solid with debris. Huge magnificent oaks and pines are broken, uprooted and blackened from salt water. From the air the vegetation is brown from salt for miles inland from the coast. When I flew over to Gulfport the land was covered with a bright, sickly green scum as far as the eye could see—as though a giant, dirty fish tank had been emptied over the land.

The Seabees were both victims and essential disaster relief workers. The official reports will describe in detail their work—and I'm sure the magnitude

will come through the official language. But I was there and saw it—and I will never forget what good men, trained and organized, can do. They cleared transportation lanes into stricken areas, found live victims, evacuated whole communities, searched for bodies (a grisly task after a few days), removed debris and on and on.

Other Seabees were clearing and repairing the base, and giving logistical support to the men in the field. I suppose this is as close as the average American civilian woman can come to seeing what men can do in a combat-like situation. There was no enemy shooting, but there was great personal danger in what these men were doing. MCB 74 men worked to within a few hours of their departure for Vietnam on Thursday, and men of MCB 128 went to work as soon as they returned from Vietnam on Saturday.

**M**EANWHILE, Navy families had suffered various degrees of loss from total to minor. All immediately experienced the first disaster effects—shock, loss of basic utilities, food spoilage, need for sanitary facilities, death or injury of friends, lack of communication, impossibility of transportation. Some of these were relieved in an amazingly short time by the base—particularly shelter, water, food, medical attention, if needed, and clothing.

The speed with which the base organization worked had, I feel, a very real effect on reducing shock and fear for our Navy dependents. This is not to say that shock was quick to abate, but the esprit and closeness of the naval community was a decided factor in the good morale the men and families displayed.

Here in Pensacola we were, of course, anxious to learn what was needed, but the lack of communication kept us on tenterhooks for a while. Volunteers stripped and packed our Thrift Shop and sent 40 cartons of clothing, as well as all our layette diapers, shirts, diaper pins and receiving blankets.

Fortunately, we had on hand 16 cases of disposable diapers and some other dependent needs which had been given us by *Lexington* (left over from her last disaster relief mission). These were sent over immediately. Commander R. B. Newton, the auxiliary's executive vice president and CNABTRA Judge Advocate, flew into the base at Gulfport on Tuesday, 19 August, and assisted the Red Cross, Navy Relief and legal people to set up a disaster relief information center. . . .

**C**DR NEWTON and I flew to Gulfport on Thursday, 21 August. We conferred with the Red Cross Field Director, Mr. Price, and learned that the ARC

disaster team was delayed, while the number of dependents seeking help was rapidly increasing. . . . It was decided that Navy Relief and Red Cross would both give emergency assistance following the same policy; it was at this point that the all-gratuity decision was made, since Red Cross disaster assistance must always be a gratuity.

Lieutenant Maloney, the Seabee Center chaplain and our branch executive secretary, was handling many jobs other than Navy Relief. He had been particularly involved in the evacuation of the Pass Christian residents on Wednesday and had duties in the dependents' shelter. Incidentally, Chaplain Maloney lost all his household and personal possessions. . . .

During Thursday, volunteers came to the Navy Relief office in increasing numbers to report in and to advise us of their condition and of when they would be available to work. Some stayed to work, leaving only to attend to necessary family business or to help other Navy families. From Thursday on, this continued; by the weekend we had over 20 volunteers available for work in the office and the Thrift Shop. (The Thrift Shop is the clothing distribution center, operating all day.)

These volunteers were victims of the storm with all the problems of everyone else. Three had lost all their worldly possessions.

Several left to see husbands off leaving with MCB 74 and then returned to work. Others left to meet husbands returning with MCB 128 and, along with their husbands, went right back to work. Many left the job of cleaning their damaged homes to work for Navy Relief. Many sheltered families in their homes and all assisted each other in every way.

There was much coming and going, but at no time was there a shortage of volunteers. These ladies adapted quickly to the emergency methods we had to use and absorbed all the ever-changing information. Their skill, dedication and morale were superlative.

I have long admired the Navy wife volunteer and her sense of dedication to her husband's service, but I find it difficult to express my admiration for these magnificent Seabee wives. Logically, I know all Navy wives would have done the same, but I saw these ladies do it and I'll never forget them. . . .

**T**HE FIRST FEW DAYS we operated the office from 0730 to about 2230 in order to give the Seabees a chance to get to us. The ARC people had to close earlier as they had to confer with the over-all ARC disaster staff each day. This helped us greatly, for they brought us much needed facts on the over-all situation. . . .

My admiration for the Red Cross is unbounded. . . . While at the ARC disaster center, I was struck with the rapidity of the service and with the fact that the workers managed to treat each victim as an individual and give his problems undivided attention. The place was jammed with humanity, yet the work appeared to proceed calmly and quickly. One got the feeling of control at all times.

The Gulfport headquarters is in a school and is hot, dusty and packed with people. When I left, queues had circled the building several times. ARC workers have come in from California, Minnesota, Oklahoma, and other places. Their task is prodigious in Gulfport alone and will take months to complete.

**N**OW A BIT about the type of assistance we gave.

First was assistance in evacuating Navy families to other places, usually to parents. This was felt by everyone to be a logical move, for the men were so busy doing disaster work that they could not assist their families as civilian husbands and fathers could, and many families were hard hit. By evacuating them, we relieved the Seabees to do their job, relieved the logistics and safeguarded the dependents.

Many of these requests involved pregnant wives or very young children. In a number of cases, the wife left the children and returned to cope with the family's personal problems—cleaning, insurance claims, car repairs, etc. Some men used basic maintenance funds on hand (the base paid on Thursday, 21 August) to get their families out, then saw ARC or NRS later to resolve the financial emergency. A number of families needed basic maintenance help because they had spent funds preparing for the hurricane and coping with the immediate aftermath. Disaster is costly to individuals in many ways. . . .

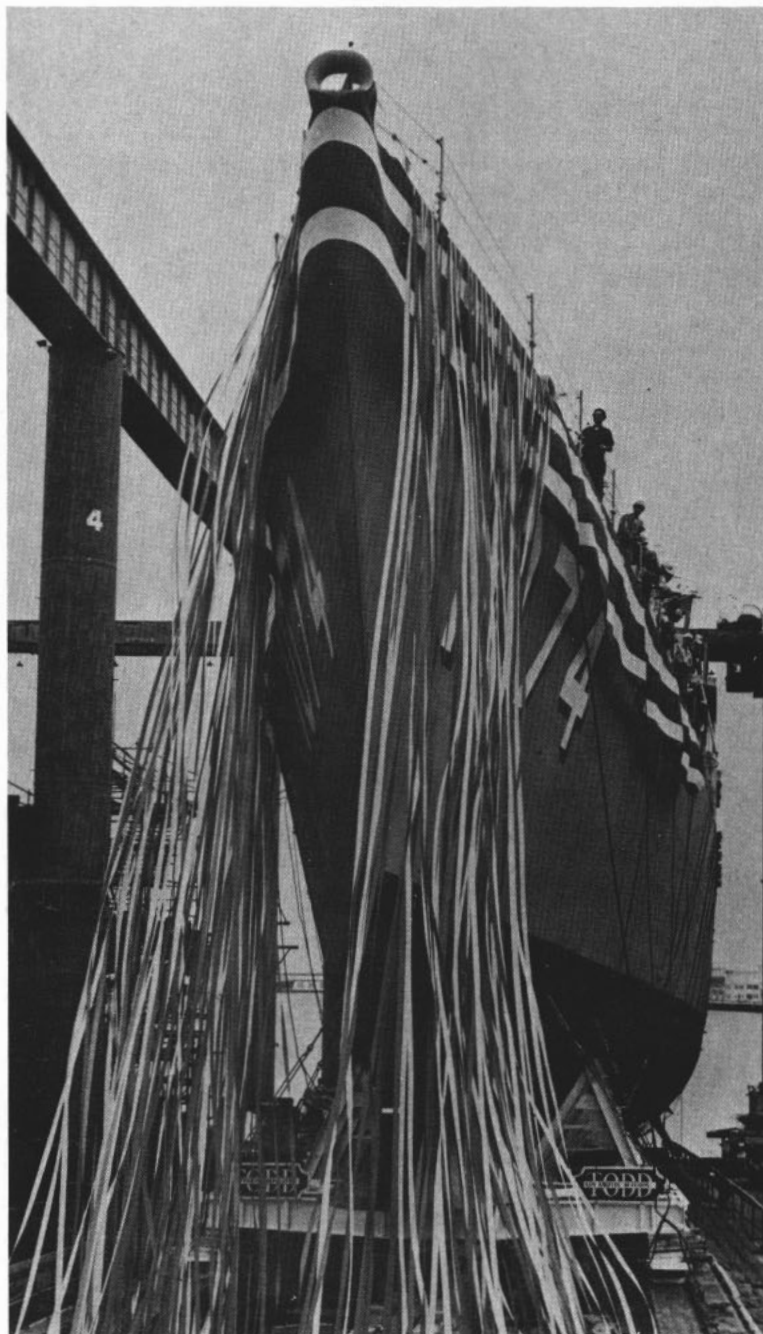
By working together we were able to help in many ways. Housing asked ARC and NRS to help them in the problem of locating families in leased housing. Some of these had departed quickly on their own, leaving possessions in the houses and no word of their desire to hold or release housing. Others were in the area sheltered with friends. Frequently, we could help in getting housing and the people together. By sharing information, the various offices were able to give more service. Family Services is operating the dependents' shelter and has been another source of help and information exchange. . . .

**F**RANKLY, in the first hours of operations we made some mistakes. None of us was prepared for the magnitude of the task and workers and applicants alike were experiencing shock in some degree, including this worker. In retrospect, I feel we got our sea legs pretty quickly and the errors in judgment were far outweighed by the needed assistance given.

Before leaving Gulfport, I talked to the Red Cross people aboard. They assured me that Navy Relief's help was most necessary and well done, and that they were praising NRS to their disaster headquarters.

Many Seabees assured us of their support and their desire to repay by contributions, and one grizzled 1st class said: "The folks here in Mississippi like us just fine today and in the next Navy Relief drive, I'm going to give them a chance to put their money on the line to prove it." The method in mind may not be what we would wish, but the sentiment is there.

# Coming down the



**S**PARKS OF WHITE-HOT STEEL, showers of champagne, speeches, and the exchange of commissioning pennants were among the happenings recorded recently during shipyard ceremonies.

In detail:

- A *Sturgeon*-class nuclear submarine to be named *Archerfish* (SSN 678) is beginning to take shape in the shipyard at Groton, Conn.

The boat's keel was initialed by Mrs. James F. Calvert whose husband commanded the nuclear submarine *uss Skate* (SSN 578) on its history-making voyage to the North Pole 10 years ago. *Skate* was also built in Groton.

When completed, *Archerfish* will be 289 feet long and displace 4200 tons.

- Namesake of cities in Kansas and Missouri, the 659-foot replenishment fleet oiler *Kansas City* (AOR 3) slid down the ways at Quincy, Mass. Target date for delivery to the Navy is mid-1970.

A new high-speed transfer-at-sea system will enable *Kansas City* to provide combat ships with a wide range of supplies. Her cargo will include refrigerated and dry provi-

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Escort ship *USS Harold E. Holt* (DE 1074) passes down the ways during launching ceremony.

# ways

sions, ammunition and missiles, and over six million gallons of marine and aviation petroleum products.

*Kansas City* is the third of six ships in the replenishment fleet oiler class to be built under civilian contract in recent years. The first was *uss Wichita* (AOR 1), recently delivered to the Navy. The second, *Milwaukee* (AOR 2), is still under construction at Quincy.

• DE 1068, a *Knox* class escort ship was launched during the month of June in Westwego, La. She was named *Vreeland*, in honor of Rear Admiral Charles E. Vreeland who started his 45-year naval

career as a seaman apprentice at age 13. He rose to the position of second aide for operations in the Navy Department before retiring in 1914.

*Vreeland*, measuring 438 feet long, with a 47-foot beam, has a

full-load displacement of 4100 tons. She is expected to join the Fleet in August 1971.

Four joined the commissioned ranks: *uss Durham* (LKA 114), *Wichita* (AOR 1), *Newport* (LST 1179), and *Hepburn* (DE 1055).

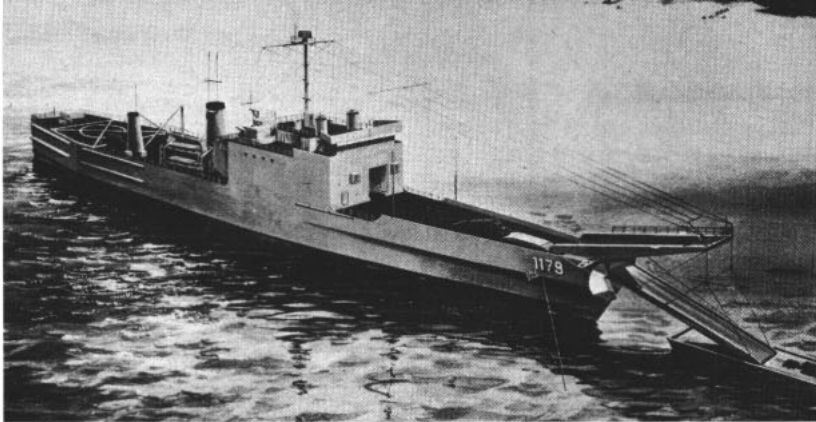


USS Rathburne (DE 1057) heads for water during launching.

## USS Hepburn (DE 1055)

**LOOKING GOOD** — Second ship in a new class, USS Hepburn (DE 1055) is now serving with Destroyer Squadron 13, the Black Cat unit of DesDiv 132.





**SOMETHING NEW**—Artist's sketch shows how USS Newport (LST 1179), first of a new class, differs from WWII type LSTs.

• *Durham* is the second amphibious cargo ship in a series of five to be commissioned by the Navy in an effort to modernize amphibious warfare.

*Durham's* innovations include a helicopter flight pad and an automatic engine room operated by four men rather than the 14 normally required in earlier cargo ships. She also has two 70-ton flip-flop booms, each of which can be worked over either of two holds and then over either side of the ship, enabling her to handle cargo faster and more safely. They can handle the heaviest of amphibious craft, such as the 60-ton LCM-8.

Altogether, *Durham* is designed to carry 13 boats: four LCM-8s, five 36-ton LCM-6s, two LCVs and two LCPLs.

Habitability features within the 575-foot ship are enhanced by air-conditioning throughout for the

comfort of her 367-man crew and 249 troops.

The first ship of her type to join the Pacific Fleet Amphibious Force (she's homeported in Long Beach), *Durham* is the second ship to bear the name of the North Carolina city. The first *Durham* was a merchant freighter built in 1893 in Belfast, Ireland. She was commissioned by the Navy in November 1918 for service during World War I. After delivering supplies to France and Yugoslavia, she was returned to her owners in April 1919.

• A new type of amphibious assault ship — conspicuously different from familiar World War II blunt-nose LSTs—joined the Fleet on 7 June.

Commissioned USS *Newport* (LST 1179), this first of a new class tank landing ship features a sharp clippership bow topped by two huge derricks used to extend and retract a newly designed over-the-bow ramp. Tanks and trucks

will be beached by means of the 35-ton aluminum ramp.

Original design features are apparent from stem to stern. *Newport* is the first Navy combat ship with side propulsion units that enable the bow to swing from side to side while the stern remains relatively stationary. Propellers located in an underwater tunnel running across the ship near the bow provide for increased maneuverability in confining waters.

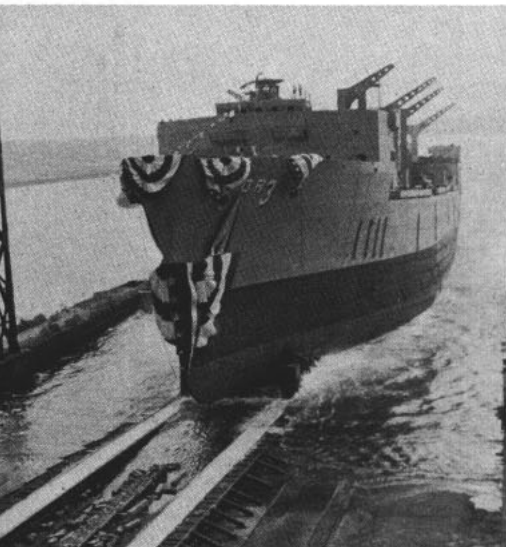
A stern well deck for launching amphibious vehicles while underway and a single lever on the bridge that directly controls the engines and both reversible pitch propellers are among other unusual design features. She also has a stern helicopter platform.

The 522-foot ship, displacing 8500 tons, has a crew of 12 officers and 182 crewmen, and can accommodate a landing force of 20 officers and 431 Marines. She is homeported at Little Creek, Va.

• USS *Wichita* (AOR 1) was placed in commission on 7 June at the Boston Naval Shipyard.

Second ship to bear the name of a Texas river and cities in Kansas and Texas, *Wichita* is the lead ship of a class of new replenishment oilers designed to provide ships of the Fleet with one-stop service.

In addition to her ability to transfer fuel at sea, she is able to furnish provisions, stores and ammunition. Her replenishment equipment for transferring cargo and fuel includes helicopters, allowing



**GETTING WET**—Replenishment Oiler Kansas City (AOR 3) slides down ways during launching ceremonies.



**NEW AMPHIB**—Amphibious cargo ship USS *Durham* (LKA 114) recently joined Pacific Fleet Amphibious Forces.

## Here's List of New Ships Scheduled for Delivery This Fiscal Year

**H**ELPING to fill the void left by the ships listed as part of the eventual 100 to be inactivated within the next few months will be 40 newly constructed ships expected to be delivered to the Navy in FY '70.

Five modernized ships are also due for delivery during this time frame. The new ships that will be joining the Fleet are, according to descriptive title, name and hull number:

**Submarine (Nuclear)**  
Grayling (SSN 646)  
Puffer (SSN 652)  
Hawkbill (SSN 666)  
Spadefish (SSN 668)  
Seahorse (SSN 669)  
Finback (SSN 670)  
Narwhal (SSN 671)

**Submarine Tender**  
L. Y. Spear (AS 36)

**Escort Ship**  
Roark (DE 1053)  
Gray (DE 1054)  
Connole (DE 1056)  
Rathburne (DE 1057)  
Meyerkord (DE 1058)  
W. S. Sims (DE 1059)

**Long (DE 1060)**  
Patterson (DE 1061)  
Whipple (DE 1062)  
Vreeland (DE 1068)  
Blakely (DE 1072)

**Amphibious Cargo Ship**  
St. Louis (LKA 116)  
El Paso (LKA 117)

**Amphibious Assault Ship**  
Inchon (LPH 12)

**Amphibious Transport Dock**  
Nashville (LPD 13)

**Combat Stores Ship**  
San Jose (AFS 7)

**Tank Landing Ship**  
Sumpter (LST 1181)  
Fresno (LST 1182)  
Peoria (LST 1183)  
Frederick (LST 1184)  
Schenectady (LST 1185)  
Cayuga (LST 1186)  
Tuscaloosa (LST 1187)

**Patrol Gunboat**  
Beacon (PG 99)  
Douglas (PG 100)  
Green Bay (PG 101)

**Ammunition Ship**  
Mount Hood (AE 29)

**Fast Combat Support Ship**  
Detroit (AOE 4)

**Replenishment Oiler**  
Milwaukee (AOR 2)  
Kansas City (AOR 3)

**Salvage Tug**  
Beaufort (ATS 2)  
Brunswick (ATS 3)

**(Ships Undergoing Conversion)**  
Attack Aircraft Carrier  
Midway (CVA 41)

**Guided Missile Frigate**  
Farragut (DLG 6)  
Preble (DLG 15)  
Gridley (DLG 21)  
Reeves (DLG 24)

her to deliver material to customers at a distance.

The 659-foot ship has a full-load displacement of 37,360 tons and a crew of 24 officers and 345 enlisted men.

The first *Wichita* (CA 45) was a heavy cruiser built at the Philadelphia Naval Shipyard and commissioned on 16 Feb 1939. She earned 13 battle stars during World War II, saw service until March 1959 when she was decommissioned, and subsequently was sold for scrap on 14 August that same year.

• Second ship of a new class escort ship designed to locate and destroy submarines, was commissioned *uss Hepburn* (DE 1055) on 3 July at Long Beach, Calif.

She has since been assigned to Destroyer Squadron 13, the *Black Cat* unit of DesDiv 132.

Named after Admiral Arthur J. Hepburn, one-time chairman of the General Board for the Navy Department, the 438-foot DE is equipped with the latest in sonar, radar, ASW rockets and torpedoes, and a 5-inch/54-caliber gun mount. She also has a helicopter platform aft.

In addition to accommodating

her 15 officers and 212 crewmen, *Hepburn* has space to carry a unit commander and staff of the Pacific Fleet Cruiser-Destroyer Force.

In the meantime, at San Diego the commissioning pennant was hauled down on board *uss Skagit* (LKA 105), marking the end of the attack cargo ship's 24 years with the Fleet.

Named after Skagit County in the state of Washington, she was commissioned on 2 May 1945 and managed to arrive in the Far East in time to take part in the World War II surrender ceremonies in Tokyo Bay.

In June 1949, *Skagit* was placed in the Pacific Reserve Fleet but was reactivated when hostilities flared in Korea. During that conflict, the ship aided in the evacuation of troops from Inchon and participated in a landing at Kojo in North Korea.

Her first deployment to Vietnamese waters was in August 1954 to evacuate refugees from Haiphong, North French Indochina (now North Vietnam) in the famous Passage to Freedom operation.

Another significant event in her career took place in August 1960 when *Skagit* made the annual resupply run to Pribilof Island in the Bering Sea, returning with a four-million-dollar cargo of sealskins.

Four years later, the ship was awarded the Amphibious Assault Award, the Engineering Excellence Award, and the Communications Excellence Award for her outstanding achievements during operations with naval units of the Republic of Korea and National China.

In 1966, *Skagit* participated in Assault Operation Double Eagle at Hgai, Vietnam, considered then the largest amphibious assault since the landing at Inchon during the Korean conflict. That same year, she was presented with the Ney Award for best food preparation in the small ship category.

The following year, *Skagit* was again in Vietnam waters, using her assault craft to support U. S. and Republic of Vietnam troops near Hue on the Perfume River.

At the time LKA 105 was decommissioned, she was a unit of the Pacific Fleet's Amphibious Squadron Five.

# The

# Go NAVY



# MAN

## *Your Friendly Navy Recruiter at Work in Your Home Community*

**O**NE OF THE FIRST men recruited by Chief Engineer-man Moran O. Tanner walked in wearing sandals, levis and considerable hair.

Mo expected to hear something like "What's the gig, Dad?"

You know what he said?

He said: "Sir, I'll soon be finished with college and am making inquiries with regard to my future. The Navy has appealed to me for as long as I can remem-

ber. Will you give me some information concerning my prospects?"

Mo found the experience highly educational. "Later, I got to know this man, and I'll tell you something. The Navy has one fine petty officer out there now."

Mo doesn't take the hippie-type front too seriously. "Most kids today are really no different from you or me of a few years back. But sometimes the way they come on is misleading.

"Plenty of young fellows who might be dressed either neat or sloppy by our over-30 standards will come on real groovy—if that's the current expression. Probably just putting me on."

So a kid walks in and says: "Lay some Navy on me, Brasso."

"Park it and breeze," is Mo's answer to that one.

Don't let the language fool you, warns Mo. The kids come to him because they want serious answers to serious questions and, after they've tested him, are willing—eager—to talk straight.

"In other words, it's helpful to understand what the kids are saying, and then talk with them using language they understand—up to a point. We can't forget this is serious business."

**S**ERIOUS, indeed.

There have been some popular changes in the speech and dress of many prospects, but recruiting duty is basically the same now as it was 17 years ago when Mo Tanner enlisted in Alexandria, Va.

Today's recruiting organization has more than 900 different stations: Eight area directors of recruiting, 37

Recruiter discusses Navy future with high school students.



main recruiting stations, 19 class A substations, 16 class B substations, six overseas stations and 836 branch recruiting stations. The latter usually have from two to four chief and first class petty officers who constitute the entire force.

Over-all responsibility for recruiting originates in the Bureau of Naval Personnel where a special division takes care of planning and paperwork.

Working down channels, the main stations and class A substations are staffed with Navy men and women in clerical, administrative and other ratings, plus officer personnel. Both main and class A stations have facilities for processing recruits, and also have arrangements with Armed Forces Examining and Entrance Stations (AFEES) for conducting physical and mental examinations of prospective Navymen.

At branch stations in the field, it's the recruiter-canvasser such as Mo Tanner who finds and signs new recruits for the Navy.

**T**HE RECRUITER is the direct—and sometimes only—representative of the sea service in a community. Since most branch stations are located far from a naval activity, he has independent duty.

This means the recruiter must be a career Navyman who is up to date on the modern Navy. He typically is sharp in dress and manner, and can discuss Navy programs intelligently and factually. He usually has a large collection of sea stories and a pot of coffee to share with prospective Navymen and retired or visiting shipmates who drop by for a chat.

Mo Tanner is a case in point.

For the past two years, Mo has served in his hometown as one of two recruiters assigned to the branch station in downtown Alexandria, a busy community of 125,000 south of Washington, D. C.

Mo and his partner, Chief Signalman Robert A. Peverill, another native of Alexandria (the reasonably attentive reader will have noted that it is possible to ask for and receive recruiting duty in your hometown), are responsible for recruiter-canvasser functions throughout the area west and south of Alexandria to Culpepper, Va., a distance of some 60 miles.

**T**HE ROUTINE is flexible. In one day, for example, Mo might work at his desk for a couple of hours, then drive a recruiting van, later appear on TV or radio, and then return to his office to make sure it's shipshape. After dinner, he might appear at a downtown businessmen's meeting and give a talk on the subject he knows best—the Navy.

Mo's office is in a government building located in the heart of the Alexandria business district. The



Young men listen as recruiter explains opportunities Navy offers them.

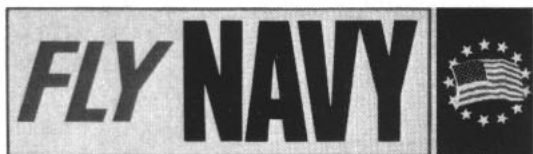


Recruiter makes his pitch at branch of Portland, Oregon, Recruiting station.

Mobilized Navy recruiter sets up shop on courthouse square.



# The



# MAN

building also provides office space for recruiters from the other services: The Navy and Marines share one room; the Army and Air Force have office space down the hall. (As might be expected, there is plenty of good-natured competition for prospects.)

Mo's office is comfortable and probably typical of most recruiting branch stations. One or two loud "Go Navy" posters are in evidence, but in keeping with a modern toned-down approach to recruiting-advertising, color pictures of ships, aircraft and attractive Navy men and women at work dominate the decor and make a subtle but persuasive display.

Each chief has his own desk, typewriter and file cabinet. A table covered with Navy literature stands near a comfortable couch and offers visitors such appealing reading material as a copy of a Mediterranean cruise book published by the carrier *uss Shangri La*.

A plastic-covered calendar on the wall has the names of prospects and the dates they were recruited

and gives the chiefs quick grease-pencil reference to the monthly quota status.

The travel schedule calls for a tour of the Alexandria-Culpepper circuit twice each week. The chiefs alternately go on the road and stay in Alexandria to mind the office.

**O**N THE ROAD, the recruiter drives from one small town to another and sets up shop in a designated building such as a post office or city hall. Or, he may park his mobile office, the recruiting van which contains a desk and other office supplies, off the road in a convenient rural area.

Such visits are announced in advance throughout the communities through local newspapers and radio, and via recruiting posters which show the schedule of visits by the recruiter from the city.

Interested young people usually are waiting, but Mo has found that most new recruits come from Alexandria proper rather than the rural areas.

Like good recruiters elsewhere, Mo occasionally spends evenings at prospects' homes discussing the Navy with interested young men and women and their parents.

Mo and Chief Peverill often are called upon to give talks at high schools and civic organizations, and earlier this year participated in career day meetings at 27 high schools in their district.

An appearance at a civic meeting by the recruiter often impresses a father whose son is near military age. Dad's influence with his son then results in another youngster's visit to the recruiting station.

Mo has found that recruiting duty in his hometown gives him the advantage of knowing his way around from the beginning. He is personally acquainted with Alexandria's mayor, police chief and other community leaders.

**D**ESPITE his full schedule of direct and indirect recruiting, Mo finds time for PTA, Little League, Cub Scouts and other activities of interest to his wife and four children.

The recruiter-cannasser has many interests, but his job, of course, is to fill the monthly quota; keep prospective Navymen rolling into the office and from there into the Navy.

The quota, which varies by area, often presents a problem. If the recruiter had only to find the right number of men and send them on their way into the Navy, the job would be easy.

However, applicants frequently cannot meet Navy physical requirements or mental or moral standards, and the recruiter must often check out many more prospects than the number needed to fill his quota.

Although Mo typically talks with more prospects than he actually recruits, he must be considered one of the Navy's most successful recruiters. Last year, he was named Recruiter of the Year for the 2nd Recruit-

## Recruiting Centers

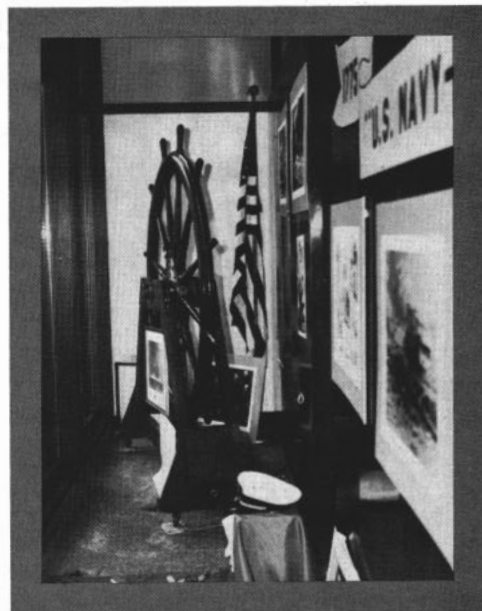
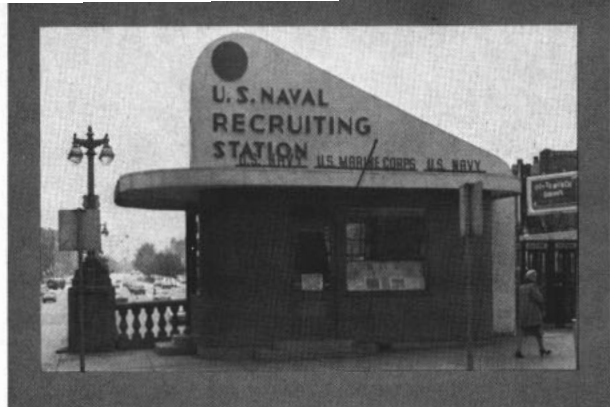
Here's a list of cities that have the two larger types of recruiting stations:

### Main Stations

Boston, Mass.	Chicago, Ill.
Albany, N. Y.	Milwaukee, Wis.
Buffalo, N. Y.	Indianapolis, Ind.
New York, N. Y.	St. Louis, Mo.
Philadelphia, Pa.	Little Rock, Ark.
Pittsburgh, Pa.	New Orleans, La.
Cleveland, Ohio	Oklahoma City, Okla.
Columbus, Ohio	Dallas, Tex.
Washington, D. C.	Houston, Tex.
Richmond, Va.	Albuquerque, N. M.
Montgomery, Ala.	Minneapolis, Minn.
Louisville, Ky.	Des Moines, Iowa
Raleigh, N. C.	Omaha, Neb.
Columbia, S. C.	Kansas City, Mo.
Macon, Ga.	Denver, Colo.
Nashville, Tenn.	Seattle, Wash.
Jacksonville, Fla.	Portland, Ore.
Detroit, Mich.	San Francisco, Calif.
Los Angeles, Calif.	

### Class A Substations

Portland, Maine	Wilkes-Barre, Pa.
Springfield, Mass.	Cincinnati, Ohio
Syracuse, N. Y.	Fargo, N. D.
Ashland, Ky.	San Antonio, Tex.
Atlanta, Ga.	Phoenix, Ariz.
Memphis, Tenn.	Boise, Idaho
Jackson, Miss.	Fresno, Calif.
Miami, Fla.	Salt Lake City, Utah
Harrisburg, Pa.	Butte, Mont.
	Spokane, Wash.



Substation in Bronx, N. Y., trailer office in Grand Island, Neb., and window display in Denver, Colo., advertise Navy.

ing District of 24 stations from Washington, D. C., to Louisville. And, after the combined efforts of Mo and Chief Peverill, the Alexandria station last year was awarded two Branch-Station-of-the-Month awards.

Mo believes that the abundance of high-caliber young people in the Alexandria area accounts for much of his success. (An unusually high seven of eight men recruited by Mo actually make it through testing and boot camp and into the Navy.)

Some—but not many—inquire about a Navy enlistment solely to avoid the draft. Here, Mo has found that “Young people are smart.”

They know that their chances of getting what they want are better with the Navy than by taking chances with the draft.

“Most kids today want advanced or technical training, and they know they can get it in the Navy.”

**M**O ALSO HAS FOUND that many prospects, at least those who visit his office, are interested in naval aviation. Typically, one young man recently inquired about becoming a pilot, but he did not have certain educational qualifications. Mo sold him on becoming an aircrewman instead.

Those who are qualified for a commission are encouraged to visit the officer programs section at the main station in Washington.

The recruiters also refer likely prospects to Naval Academy information officers who advise candidates on the procedure for applying to senators and representatives for a nomination to the Naval Academy, and to the subsidized NROTC program examinations.

Recruiting duty elsewhere involves essentially the

same routine, or nonroutine, that Mo Tanner finds in Alexandria.

There are countless variations which add to the over-all recruiting effort while making both the Navy and the Navyman look good.

Occasionally, emphasis is given to recruiting for some specific undermanned field. For example, under a special program designed to obtain qualified construction workers for the Seabees, BuPers assigned Chief Builder Neal Harris to a six-month tour of recruiting duty at the station in Dallas. Chief Harris briefed the Dallas recruiters on all aspects of the Seabee program, interviewed applicants, and made various recommendations which increased the effectiveness of Seabee recruiting. A publicity campaign he helped organize involved the use of newspaper articles, radio and TV spot announcements, talks with local union officials, and advertising on one of Dallas' tallest skyscrapers, the 36-story LTV Tower.

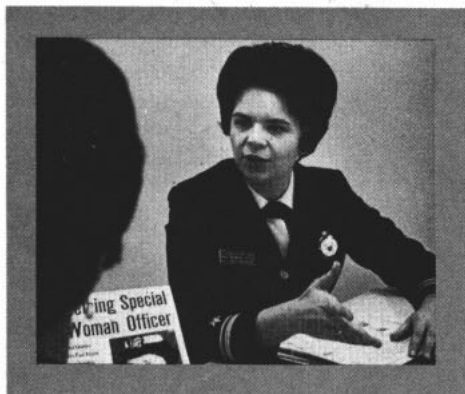
#### ELSEWHERE:

At the branch station in Watertown, S. D., Chief Petty Officer Frank R. Nartowicz added to the multi-talent qualifications of recruiters when he unveiled a mural he was commissioned to paint for a popular downtown savings and loan institution. The oil he named “Makoce Mitawa” (My Country) portrays an American Indian on horseback looking over a rolling prairie. The chief spent some 250 off-duty hours working on the painting. Money from its sale was donated to a Christmas fund through which toys and clothing were distributed to needy children.

In Minneapolis last January, Aviation Machinist's



**Chief Casados, Recruiter of the Year for Minneapolis District, receives plaque and certificate from CDR J. F. Gray.**



**At Seattle Navy Recruiting Station LTJG Mary Lou Williams sells women on careers in the Navy.**



**Matt Snell, running back for the New York Jets, furnishes autograph for recruiter BMC L. J. Saporito. Snell, a member of the Naval Reserve, recently completed annual training tour with the Navy recruiting station.**

Mate 2nd Class Bob Huscher, a recruiter at NAS Twin Cities, told his fellow recruiters "we're definitely going to win this year." Huscher was talking about the National Bobsled Championships at Lake Placid, N. Y. He made good on his word when the following month he joined with Lieutenant Paul Lamey of Washington, D. C., and streaked to first place in the two-man National Bobsled finals. The second place sled finished more than three seconds behind. The captain of the second place finisher was Gary Sheffield of the Air Force who in past years, according to Huscher, "seemed to own the hill." There's more: On 7 Feb 1969, Huscher and LT Lamey raced to a first place finish in the North American Championships, and established a world record.

- In Buffalo, recruiter Hank Reinhardt, Petty Officer 1st Class, was a guide and host when his station held a party for 25 children from a poverty area.

- Nashville. recruiters Chief John Purcell and Petty Officer 1st Class Cecil Sherman manned a booth during a two-day Health Career Fair which attracted some 12,000 teenagers and parents.

- In Lancaster, Ohio, Chief Richard A. Kendig helped to establish a new Navy League council.

- To aid his station in Seabee recruiting, Kansas City's Billy Dean Ragar, Shipfitter 1st Class, used matchboxes, toys, dirt, and sand and gravel and built a four-by-eight-foot scale model construction site that added greatly to the recruiting effort.

- In Wausau, Wis., last winter, Navy and Marine recruiters donned foul weather gear and marched to raise funds for charity. Early contributions totaled \$1400; more was coming. Navymen who participated in the hike were Chiefs Larry Wilson and Larry White.

Such a list could go on indefinitely.

**I**F RECRUITING DUTY sounds good to you, chances of receiving such an assignment are better than ever—provided you're qualified. A recruiter enjoys a three-year tour of shore duty, unless his normal tour of shore duty is longer, in which case he receives the longer tour.

First, you must be in an eligible rating (see box).

Also, you must:

- Be eligible for shore duty.
- Hold valid state and government motor vehicle driver's licenses.
- Have a good record and show evidence of financial stability during your current and previous enlistments. Your complete record—from the time you first enlisted through the present—is checked in BuPers.
- Be above average in individual character traits, sense of humor and forcefulness.
- Have the ability to meet the public and have personal qualifications for independent duty.
- Be persuasive in conveying ideas and information,



Recruiting display at Dulles International Airport is viewed by some 400,000 persons a month.

both in personal contacts and in writing.

- Have a cooperative attitude, as indicated by helping others.
- Have the ability to converse intelligently on Navy and general subjects.
- Demonstrate your ability to deal successfully with problems involving ideas and people.
- Have no speech defect or marked foreign accent.
- Have a presentable appearance.

**I**F YOU THINK you match the above standards, your CO will interview you, and if you receive his favorable endorsement, you apply for recruiting duty when you submit your Seavey rotation data card. (Indicate recruiting duty [code 1-6] as your preference. A tip: Select the broad locality you want, but don't list two or more cities under the same main station because you might be wasting one of your choices. Best bet if you're sold on receiving an assignment to recruiting duty: Indicate "anywhere".)

Recruiting duty takes two forms — (1) recruiter-canvasser and (2) support.

Recruiter-canvassers are chief and petty officers 1st class in most ratings on Seavey except for YN, PN, SK, DK and HM, and most critical ratings. If you're an "outstanding" petty officer 2nd class, and this is for your CO and BuPers to decide, and are otherwise eligible, you also may be considered.

Support personnel include YNs and PNs in pay grades E-4 through E-8; SKs in grades E-5 through E-7; DKs in grades E-5 through E-7; and HMs in grades E-5 through E-9. Support personnel usually are assigned to main stations or class A substations (see box).

If you're selected for recruiter-canvasser duty, you'll be ordered to shore duty which starts with the seven-week Recruiter School at NTC San Diego or NTC Bainbridge.

**Y**OU DRAW your ultimate assignment—and chances are it's the name of the recruiting district you asked for in the first place—well ahead of the time you finish school.

Make it into the field and you may well become

that most unbelievable character discussed in *ALL HANDS* a few years ago.

A man of wisdom and ambition, a before-and-after-dinner speaker, a night owl, a day-hawk and an all-night driver, appearing as fresh as a lily the next morning.

Able to entertain without becoming too boring, talk with the fascination of a world-renowned raconteur and listen with the rapture of an entranced child.

Equipped with the curiosity of a cat, the tenacity of a good bulldog, the determination of a well-digger, the diplomacy and truthfulness of any husband, a fatherly father, a devoted son-in-law, a good provider, thrifty spender, generous host and a pool shark.

And you know who he is.

—JOCS Dan Kasperick, USN

### Who's Eligible?

Theoretically, all ratings in the Navy are eligible for recruiting duty. However, in practice, men in critical ratings and certain other ratings needed more elsewhere are not normally assigned as recruiters.

Here are the ratings from which volunteers for recruiting duty are desired:

GMG	BT	SF
CS	MM	QM
BM	EM	AD
SM	EN	

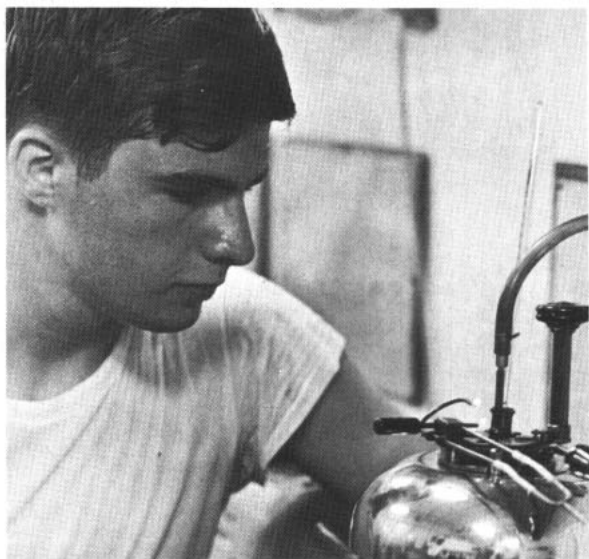
These ratings have a limited number of recruiter billets. Those with an asterisk have 10 or less:

*AF	AO	*IM
AM	*AC	*ML
*PR	*PT	*DS
AE	IC	TM
AT	*DC	ET
PH	*SW	RD
*SP	*AG	*MT
*OM	AK	*TD
*BU	*LI	BR
*AQ	FT	MR
AV	*ST	*PM
AB	SH	



USS Sacramento approaches a customer.

Flash test is run by Boilerman Fireman Michael Jones.



# Experts In Oil

**E**ACH DAY ON Yankee Station, off the coast of the Republic of Vietnam, dozens of ships of the Seventh Fleet carry out their various missions in support of the allied forces.

Out in the Pacific, or in the South China Sea, or close to the coastline, destroyers, carriers and support ships slice through the seas. They may be cruising, or traveling at top speed on a special assignment. In any event, ships' firerooms are consuming fuel at a rapid rate, and the planes that fly off the carriers are equally dependent on a regular supply of jet fuel and aviation gas.

Meanwhile, aboard the fast combat support ship USS *Sacramento* (AOE 1), four men go quietly about their work. They also play a major active role in each day's action at sea.

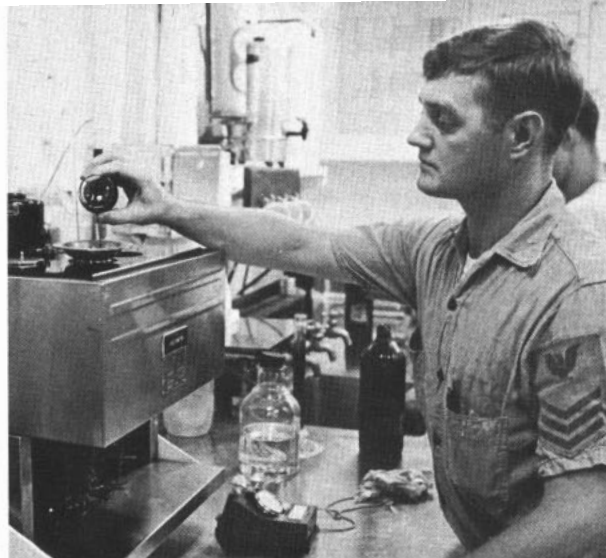
These four men work in *Sacramento's* oil laboratory. They ensure that only pure black oil (Navy Special Fuel Oil), JP-5 jet fuel and aviation gas are pumped aboard *Sacramento* for subsequent transfer to other Seventh Fleet ships.

*Sacramento* is a multiproduct fast combat support ship which carries, among other items, about 7 million gallons of petroleum products. It is currently deployed off the coast of Vietnam.

Heading *Sacramento's* four-man oil lab team is Boilerman 1st Class James A. Sattler. The others are Boilermen 3rd Class Robert Crum and Charles Gary, and Fireman Michael Jones.

**V**IRTUALLY all major naval vessels have oil labs which act as final links in the Navy's quality control program. The labs aboard *Sacramento* and other Pacific Fleet Service Force ships, however, have an added responsibility. In addition to monitoring the purity of their own oil, the labs must check the quality of cargo oil—the petroleum delivered to other ships at sea.

"Our most common contamination problem comes from seawater," BT1 Sattler said. "Fortunately, it's very easy to remedy because water and oil don't mix. We simply float the oil on top of the water in the contaminated tank by heating it. Then we pump out the water."



Boilerman 1st Class James A. Sattler tests viscosity.

How critical are the tests?

Petty Officer Sattler explained, "In the case of black oil, contamination can cut the efficiency and performance of a ship's boiler. When dealing with jet fuel, contamination can be lethal.

"The tests we run on jet fuel are extremely important to a pilot. At 40,000 feet, water in jet fuel quickly turns into small ice pellets that can turn an engine into scrap metal. Many pilots insist on looking at oil lab reports before they fly a mission."

**B**ESIDES checking for contamination, Petty Officer Sattler and his crew run a number of other tests which supply engineering departments with a variety of information. Among these are:

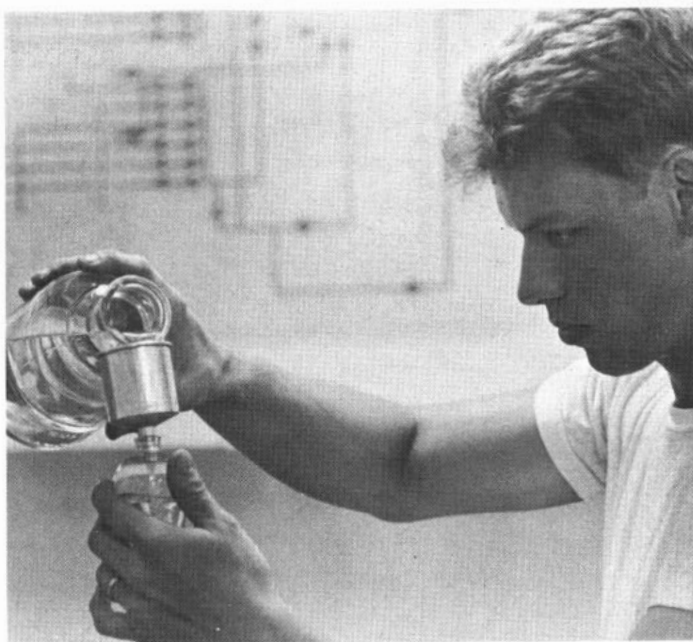
- An API gravity test, for instance, is needed to figure the exact weight of oil—an important item if the ship is to ride in the sea properly.

- A viscosity test determines the oil's resistance to flow—or how fast it will flow through pipes and hoses.

- A flashpoint test reveals the temperature at which oil will ignite—information critical in safe storage.

The oil lab team also keeps tabs on the amount of fuel aboard *Sacramento* at any given time.

The four men run about 50 tests a week on black oil, jet fuel and aviation gas while *Sacramento* is refueling ships on Yankee Station in the Gulf of Tonkin.



Boilerman 3rd Class Robert Crum prepares contamination test.



Demonstration shows oil and water won't mix.

USS *Sacramento's* oil laboratory checks quality of fuel delivered to Seventh Fleet ships and planes.



# REPORTERS LEADERS

## BY THE MASTER CHIEF



*Master Chief Petty Officer of the Navy Delbert D. Black, USN, will soon round out his third year as the senior enlisted man in the sea service. From his office on the second deck of the Bureau of Naval Personnel Headquarters building, he has had the opportunity to experience firsthand the point of view of enlisted personnel throughout the Navy.*

*He has traveled extensively overseas, visited ships and shore stations, and has been the recipient of letters, ideas, suggestions, criticisms and problems. In this report, one of a series, he voices his opinion on one subject prominent in the minds of people in the Navy today—the meaning of leadership. He follows this with a question and answer resume of his three-year tour.*

ONE OF A NAVYMAN's most important responsibilities is to prepare himself to lead others.

Leadership is an attribute that cannot be issued through a supply system or injected by a hypodermic needle. It can only come from an acquired set of values: honor, duty, self-discipline and dedication to service.

We senior petty officers have about 600,000 men junior to us. Many of these men are older, and in some cases will know their job better than we do. They properly deserve our admiration and respect. On the other hand, the majority of our men will be youthful, relatively inexperienced, and away from home for the first time.

They will not only expect, but will need your proper interest and guidance. I assure you they all will look to you daily for effective leadership by precept and example. Leadership is a difficult quality to measure and very difficult to teach well.

The division petty officer has proven to be a most valuable member of the Team. To some chief petty officers this poses a challenge. Be sure never to deny a petty officer his proper leadership function in the division. If you do, you will destroy his effectiveness

# PETTY OFFICER OF THE NAVY

in his job and your important relationship with him.

Seek the benefit of your petty officer's experience and counsel on certain matters, and give him the charge to carry out the division objective down to the lower rated level.

**I**T IS IMPERATIVE to have this chain of command, and it is equally important to have a channel of understanding.

Bear in mind, also, that in order for you to be the recipient of the best advice from your petty officers, you will have to earn their respect. On the one hand you have a chain of command and a network of communications. On the other, you have what might be referred to as a channel of understanding. One complements the other; both are vital and necessary. There will always be one problem:

*Does the man at the bottom of the chain understand what he is doing and why he is doing it?*

I am greatly concerned about the volume of mail I receive concerning weaknesses in our leadership programs. This volume leads me to believe there is a breakdown somewhere within our enlisted ranks.

After studying my correspondence, I come to the conclusion that the majority of the cases could and should have been solved at the command level. It appears that many of the individuals did not even attempt to get help with their problems. This leads me to believe that the man has a lack of understanding of the proper procedures or he possibly lacks confidence in his senior petty officer's leadership.

It is the responsibility of every senior petty officer to help the men under him to solve their problems. We, the senior petty officers, have the ability and know-how to solve the vast majority of our men's problems within our own command's resources, and it is our duty to do so.

**W**E IN THE NAVY LOOK BACK with pride upon Navy accomplishments and victories brought about by outstanding leadership. We should not, however, overlook shifts in leadership emphasis that are essential in keeping our leadership techniques current and effective.

The outlook of our young sailors of today indicates that the degree of leadership success depends less on

the position of the leader than upon his ability to gain the full commitment of his men. I feel this has come about because we now have more intelligent, better educated men. These men are asking more probing questions—they will not follow blindly. Their personal commitments will not be given just because of a leader's position: it has to be generated by him as a competent individual.

In the eyes of those he leads, the leader must be the most qualified person to direct them toward the desired goal. This means that the leader, more than ever before, is going to have to work at getting his men to adopt his goals as their own. This is *not* to imply that the relationship between responsibility and commensurate authority of our leader should be changed. It *does* imply that we must emphasize a more personalized attention to the individual, and actively seek his support in achieving clearly defined goals.

I believe our leadership concept is as valid today as it has always been, and that is the relationship between responsibility, authority and accountability.

**T**HE RELATIONSHIP between responsibility, authority and accountability has never been better expressed than by Admiral George Anderson, when he was Chief of Naval Operations. He stated, "We cannot evade any of our own responsibilities; while it is perfectly appropriate to single out a junior as having



been responsible for a success, the responsibility for failure must always be retained by the senior officer."

The Navy wants leaders with the ability to motivate action, work with people, and set an example for all its members. We also need men who know when it is better to listen and not speak. Our leaders must have patience, understanding, imagination, foresight and an appropriate sense of restraint. This may sound like a pretty big order to fill, but the Navy does have men with these qualities. I work with some of them every day.

We must realize that the Navy has leadership prob-



Master Chief Petty Officer of the Navy Delbert Black traveled extensively overseas, visiting ships and stations. Here he addresses petty officers of CRUDESPEC

lems. There just do not appear to be enough petty officers who lead with their full potential. If this really is the case, then perhaps commands should consider setting some new priorities—with leadership nearer the top so that our senior petty officers may spend more time instilling leadership qualities in their men.

A petty officer who has developed to a high degree the qualities of responsibility, reliability, self-confidence, self-expression and efficiency is a valuable petty officer. He is valuable to the Navy, to his community, and to himself. With these tools a man is capable of reaching his most ambitious goal. Without them he will just get along.

**I** FEEL THE NAVY'S MOST VALUABLE asset is a productive individual who makes an all-out effort to sup-

port his share of his command's burdens. Our young men recognize a responsible person. Leadership qualities are not inborn, they must be developed. If the new petty officer learns to accept and discharge responsibilities in general, his benefit to the Navy is invaluable. It is the vital job of our senior petty officers to make this happen.

If, however, he isn't willing to put forth the effort a petty officer should, and he fails in his obligations to the Navy and those who depend on him for guidance, then his potential as a petty officer is lost. A good leader provides the opportunity for those under him to better themselves, which in turn makes the Navyman more helpful to more of his shipmates.

The Navy mission requires all of us to live under unusual conditions which at times have a direct influence on our lives and on the lives of those near and dear to us. We must face up to our Navy life as it is and answer the call for individual responsibility and leadership.

**Here are Master Chief Petty Officer of the Navy Delbert Black's responses to questions concerning various subjects that have come up during his three-year tour.**

**Q:** The Office of the Master Chief Petty Officer of the Navy was established in January 1967. After nearly three years, do you feel the office is fulfilling the functions envisioned?

**A:** Yes, very definitely. I feel it should be pointed out that this is not just my opinion. After talking with thousands of enlisted personnel, I can say without reservation that the consensus expressed to me by those individuals is that the cooperation extended me not only by the various branches in the Bureau of Naval Personnel, but also by commands in the field, is outstanding.

We are all striving to find ways to improve Navy policy, plans and programs to the benefit of our personnel.

**Q:** What subjects make up the largest portion of your correspondence?

**A:** There are several subjects which make up the bulk of mail. These are, and not necessarily in the order of volume: constructive suggestions; educational programs; assignments; housing; and pay.

I feel that it should be pointed out that many officials were doubtful of the nature of the correspondence I would receive. I can assure you that there are very few letters which could be classified as a general gripe. Most individuals are seeking information not available to them or are constructively pointing out areas which they feel need improvement.

**Q:** What are some of the main problem areas that you feel contribute to low retention rates?

**A:** There are several areas which need improvement. We have to divide these into two categories.

(1) The single man is desirous of equal pay for equal work—also better living conditions. This is especially true when stationed ashore. In a barracks environment there is a lack of privacy. Men want to have a room where they can study and relax with a stereo and live in surroundings more like home.

(2) The married man would like better housing, less family separation and better pay.

*Q: Do you feel the average Navyman is well informed on the many programs available to him as a career benefit?*

**A:** This is a difficult question to answer since what is true at one ship or station will not necessarily be true at another. I find that where the command has a well run training and education program followed up by a good career counseling program, the men are better informed. We see the results of this in the higher reenlistment rates at these commands.

I should like to point out that not all programs are oriented to the first reenlistment. Some of these for career personnel are not always noticeable without closer examination. To point out a few things that a career man may not consider:

- Advancement—higher multiple because of years of service.
- A chance to change to a more critical rating with Pro-Pay.
- SCORE—with certain guarantees of schooling and advancement.
- ADCOP program to achieve officer status.
- NESEP—a scientific college education, plus a commission.
- The Warrant Officer Program.
- Various monetary benefits: mileage and trailer allowances, etc.
- Retirement benefits.
- Assignment to school as a reenlistment incentive.

*Q: How would you compare today's Navyman entering service with, say, those of 10 or 15 years ago?*

**A:** The man entering the Navy today has a higher education, is more inquisitive, and is looking for better and more efficient ways of completing his tasks. He also asks "why" a job must be completed. This, in turn, leads to more creative thinking on the leader's part. We must depart from the old adage "It's always been done that way, so why change now."

*Q: What programs do you feel need to be strengthened to improve retention?*

**A:** There are two programs which have been proven to aid retention. These are: leadership and career counseling.

Where there is strong leadership the individual will not hesitate to bring his problems to the leader for assistance. We have bypassed the day of treating a

group of men as one. We must see each man as an individual. The leader must be concerned with the welfare of his men.

Commands with an efficient and effective counseling program have consistently demonstrated that their personnel are better informed. Their reenlistment rates are a reflection of the value of the program.

The first of these programs may be strengthened at the individual leader's level—the latter is a program which needs and must have command recognition and enforcement.

*Q: From the wife's point of view, what are the major complaints against making the Navy a career?*

**A:** Probably the major complaint of a Navy wife is separation from her husband. The Navy way of life necessarily calls for family separation, since we must have men to run the ships. Our efforts to ease the situation during the Career Motivation Workshop resulted in the recommendation to tour all sea duty. I hope to see this concept implemented in the not-too-distant future. The wife also wants to be adequately housed—be it more and better government housing or an adequate allowance where the family can live in the civilian community on the same level with their civilian counterparts.

There are several organizations which are available to assist the Navy wife. These are:

- Family Service Centers
- Navy Wives Club of America
- Navy Wifeline
- Navy Relief Society, the American Red Cross, and many other organizations.

These organizations exist for the benefit of the Navy family—and many times they help make the Navy wife's life a little bit easier and better.

I feel that the Navy wife has a lot to offer the community and I would encourage her to become involved in community affairs.

*Q: I have read in news media that there are contemplated changes to the Navy uniforms. Would you discuss some of these proposed changes?*

**A:** There are several changes that have been approved or are under study. Those approved include a new working uniform, a new-design raincoat, shoes of synthetic material and a new dress uniform is under study for first class petty officers. Additionally, a study is being conducted on the desirability of redesigning the chief petty officer's white coat.

The Uniform Board is continuously studying new materials and designs of uniforms to further improve the Navy man's uniform.

*Q: What is your evaluation of the Senior Enlisted Advisor Program? Do you feel this program interferes in any way with the established tradition of enlisted personnel making requests through the chain of command?*

**A:** No. The Senior Enlisted Advisor concept was not established to bypass the chain of command and does not become involved with problems of this nature, other than to offer guidance.

We now have in excess of one hundred SEAs and they are doing an outstanding job, not only within the command itself, but also in community relations. The SEAs have spoken to various community organizations.

I feel the Senior Enlisted Advisor is not only desirable but also very necessary. Every enlisted man should have someone who is in a position to listen to his recommendations for improvement within the command.

The SEAs also provide a link of communications from my office to solicit views on various proposals.

My observations of those commands who have SEAs indicate that the enlisted personnel are better informed and the morale is higher because they have someone who can speak for them through experience.

I expect to see a substantial increase in the number of SEAs in the future, as other commands see that they are proving their value in establishing a smooth, functioning team.

*Q: I understand you have received a number of complaints from enlisted personnel attached to many of our small units, wherein they feel that many of the improvements you have worked for have somehow passed them by and their environment has caused some to leave the Navy with a bitter taste in their mouths. Have you any comments or a solution to these individuals' problems?*

**A:** It is apparent some commands are not being kept informed of current notices and instructions. Not that they aren't receiving them, they just aren't using them to good advantage. The problem could lie in the fact that many of these small units many times have inexperienced administrative personnel. The resultant errors have proved costly to both the Navy and personnel involved.

Again, I must refer back to the adage that a "well-informed ship is a happy ship." Good, enlightened leadership and an effective career counseling program will certainly help solve some of these problems.

A SEA would certainly help, even on a collateral duty basis.

*Q: You mentioned earlier that questions concerning assignments were one of the subjects which made up a larger portion of your correspondence. Do you have any direct influence or any jurisdiction in matters of personnel reassignment?*

**A:** I am NOT in the assignment business; however, I work closely with the detailers. They are doing an outstanding job.

One of the main problems in detailing is a lack of information submitted by the man. The detailers strive to assign everyone within their duty choices,

but good personnel management dictates that the individual be placed where he can be best utilized.

If a problem develops after a man has been assigned, then I am able to bring the matter to the attention of the rating control branch. The detailers, in turn, try to find a solution to the man's problem.

*Q: Housing, you brought out earlier, was of prime importance to the Navy family. Are there any major reasons why public quarters cannot be furnished to all eligible enlisted personnel?*

**A:** Due to the limit on funds made available by Congress, we will probably never be in a position to provide quarters for all those who are eligible. We do have some in-lease housing, but there is a limit established by the Department of Defense on the number the Navy can lease. Most of our bases are located in or near large industrial cities, therefore, the cost of housing and living is very high. One solution which would help Navy families on the housing situation would be a cost of living allowance.

*Q: On this same line, is it feasible to house the lower pay grades and dependents of noncareer personnel? Many views have been expressed that these individuals are the most needy.*

**A:** No. In all fairness WE MUST PROVIDE FOR OUR CAREER PERSONNEL FIRST. Until we can do that, there appears to be no possibility of providing quarters for the noncareer personnel.

*Q: I understand you did discuss some of our enlisted problems with Secretary of Defense Laird recently. Are you at liberty to discuss those areas you touched upon?*

**A:** Yes, I had the privilege of meeting with Secretary Laird and Secretary Kelly last May. We discussed many problem areas such as: housing, BEQs, sea pay, CIVSUB program, Project Transition and many other areas that have a bearing on retention.

I might add that I also discussed these items with Secretary of the Navy Chafee, the Chief of Naval Operations, and the Chief of Naval Personnel. Everyone in a position of authority is well aware of our problems and is seeking a solution or an improvement in those areas.

*Q: What is your opinion of what is needed in the way of change to our Navy pay? Do you feel that pay is equitable to all as it now stands?*

**A:** I feel that a change in the pay system is needed. Again, we get back to equal pay for equal work. There is a need for a raise in sea pay. The proposed change of sea pay of \$15.00 to \$105.00 a month based on years at sea seems more realistic than the present.

I also feel a raise in FSA is reasonable and that FSA should be paid regardless of where the indi-

vidual's family resides. Our pay system at present is so complicated the average Navyman doesn't really understand what he is entitled to receive, since basic pay makes up only a part of the total. Unfortunately, total pay is what civilian enterprises base your purchasing power on.

*Q: You stated that more positive leadership and a more personalized approach to our Navymen's problems were essential to improved career retention. What did you mean by this?*

**A:** I feel very strongly that we need to improve our leadership abilities to keep pace with the high level of technical skill. The rapidity of advancement has caused a need for establishment of more leadership classes at the command level. These classes should emphasize that more responsibility must be accepted with advancement.

My feelings are that we must have a chain of command from top to bottom, but even more important, we must have a channel of communication and understanding.

*Q: Over all, do you see where retention programs and career motivation conferences are going to improve the lot of enlisted personnel of the Navy and, if so, in what way?*

**A:** In the past two and one-half years, I have attended many conferences and studies. Many changes came about through recommendations from these studies. For example: Over 100 items of the Alford Retention Task Force studies have been placed in effect. The Senior/Master Chief Review Board has already seen many of its recommendations accepted.

There is a need for continuing these conferences and I would hope to see more senior petty officers in attendance.

*Q: Recently, there have been a number of directives concerning quality control in preferential retention of enlisted personnel. What do you think made this action necessary?*

**A:** With the ever-increasing skills needed to operate and maintain the technical equipment we have today, we must have high-caliber personnel. Therefore, we cannot afford to retain those individuals who do not try to improve themselves through the many educational programs available.

We would like to see everyone establish a goal—I mean a realistic goal—and strive to reach it. If we set a goal and challenge the individual, he will make an effort to improve and try to meet that challenge.

*Q: You travel a great deal in your role as Master Chief Petty Officer of the Navy. Do you feel this is essential in carrying out your duties and, if so, why?*

**A:** In the first two years I traveled a great deal more than I have this year. When the office was

first established there was a need to get out and meet and talk with people—to let them know what my office represented and how it functioned. This year I have spent more time in conferences and board meetings. This is where I can express the desires and wishes of the enlisted personnel.

Every command I have visited has given me full cooperation and was most eager to find out where improvements could be made. There is nothing more gratifying than to receive a letter from a commanding officer pointing out what has been accomplished by my visit. The enlisted personnel can take credit for these improvements because they furnished me the information. That is the reason that I feel every ship and station needs a SEA. The SEA can keep the commanding officer informed of the areas where improvements are needed, and on a continuing basis.

*Q: You feel, then, that there is a definite need for communications with our enlisted personnel. How do you feel this ties in with keeping personnel informed and the personalized approach to our Navymen's problems?*



**A:** The lack of communications seems to be one of our major problems. I personally feel that the answer to this problem must start with the commanding officer and work down to the lowest nonrated man.

The chief petty officer can, and should, take the responsibility of keeping every man under his leadership informed. If one of his men has a problem, he has a problem. There should be no excuses. There is a solution to every problem, and it should be pursued until his man is satisfied that every means has been exhausted in the effort to find a solution.



*The following report, prepared by the office of the Navy's Chief of Information, is a historical account of the role of the black American in the U. S. Navy. It pays tribute to his service to the United States of America both in war and peace, and his contribution in every conflict in which this country has been engaged in the Atlantic, Pacific, and Gulf of Mexico.*

**T**HE 36,000 BLACK AMERICANS now serving with their shipmates in the U. S. Navy work with highly technical equipment on board air-conditioned ships. Their way, however, was paved by a long tradition, dating

# Black

back to the first days of the Revolutionary War, of black sailors whose history forms one of the most exciting, but forgotten, chapters in naval history.

In the Navy's first sea fights, those of the Revolutionary War, 1500 blacks served their country—loading guns, working sails, manning boats and piloting coastal vessels. If a sailor was a slave, he was emancipated

**FIFTEEN HUNDRED** Negroes served in the U. S. Navy during the Revolutionary War.



**NROTC candidate at commencement exercises at Prairie View College in Texas.**

**ALL HANDS**

after three years of military service.

During the war of 1812, the Navy's first test in defending the newly formed United States, one of every six sailors was black.

Black Americans served proudly with Commodore Oliver Hazard Perry when he won a key battle against the British on Lake Erie. After the battle, Perry said of John Johnson, one of 15 black sailors on board, "His name ought to be registered in the book of fame and remembered with reverence as long as bravery is a virtue."

During the battle, Johnson was struck in the hip by

**T**HIRTY THOUSAND BLACKS fought in the Union Navy during the Civil War, and many others on Confederate ships. Some were slaves, and some were freedmen. In the Union Navy one sailor in four was black.

Many slaves attempted to flee the South during the early days of the war. While thousands succeeded, few escapes were more daring than that of Robert Smalls, a coastal pilot on the new Confederate steamer *css Planter*.

At 0400 on 13 May 1862, when the ship's officers were ashore, Smalls and an escape party of 15 slaves got *Planter* underway. The 313-ton ship pulled slow-

# American in the Navy

a 24-pound cannonball and was nearly cut in half. As he lay dying on the deck, Johnson said over and over, "Fire away my boys, no haul the color (the American flag) down."

During the Mexican-American War (1846-1848) some 1000 black Americans served in America's young Navy in the Atlantic, Pacific and Gulf of Mexico.

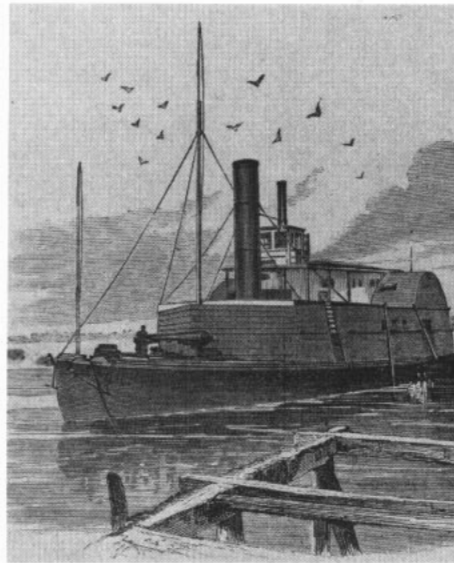
ly from the wharf near the Confederate headquarters in Charleston Harbor. With the Confederate flag flying the ship was steered toward the open sea.

Getting out of the harbor was no easy job because several Confederate forts guarded the harbor entrance. As he passed each outpost, Smalls gave the correct sign with the ship's whistle. Everything was made to

**BLACK** sailors served with Captain O. Perry in the "battles of the lakes" in the War of 1812.

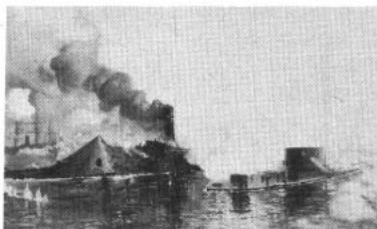


**ESCAPE** of this gunboat to join Union forces was engineered by Robert Smalls.

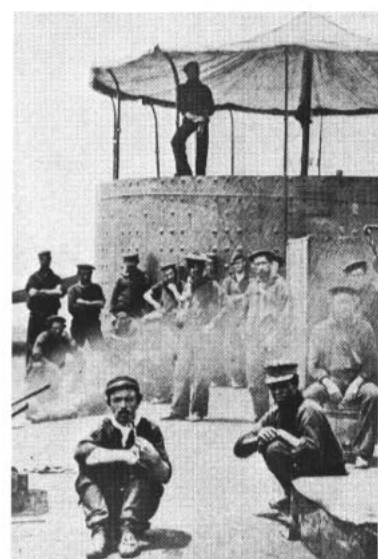
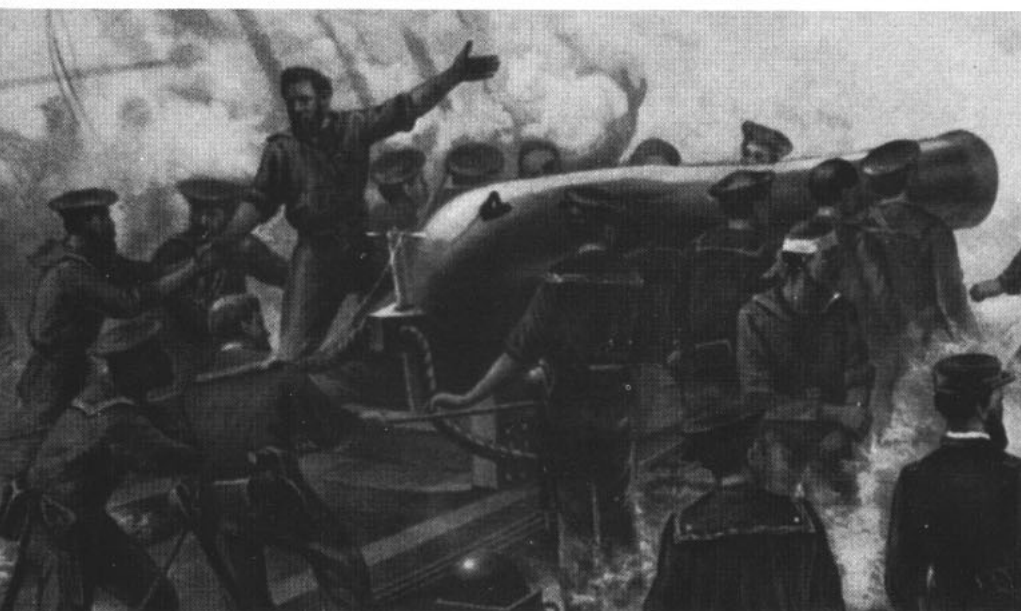




BLACK sailors served in Navy's ironclad monitors (right). Above: Crew of Miami in 1860s.



CREW of Kearsarge is victorious over Alabama in Civil War sea battle.



SHOWN here is the integrated crew aboard USS Monitor in 1862.

appear as though *Planter* was on a routine mission.

Finally, the ship came abreast of the huge guns of Fort Sumter, and since everything appeared normal she was allowed to pass. As soon as he was out of range of the fort's cannon, Smalls hoisted a white flag and sailed the ship into the hands of the Union fleet blockading the harbor.

**F**OR THEIR BRAVE ACTS, Smalls and his crew were awarded half the cash value of the ship and its cargo by President Abraham Lincoln. In addition, Smalls was named captain of the vessel and served as commanding officer until *Planter* was decommissioned in 1866.

Robert Smalls, a native of South Carolina, was later elected to both the South Carolina and the U. S. House of Representatives.

During the War Between the States, five blacks were awarded the Medal of Honor. The first so honored was Robert Blake, an escaped slave. Blake's ship, *Marblehead*, was lying at anchor in the Stone River of Legareville, N. C.

In the early morning hours of Christmas Day, 1863, the Confederates attacked the ship. Blake, a steward, could have hidden below decks; instead, he substituted for an injured powderboy, continually serving the rifle gun during the 14-hour battle. He was prais-

ed for his "cool and brave" conduct by his commanding officer.

**T**HREE BLACK AMERICANS were cited for outstanding bravery during a key naval battle at Mobile Bay, Ala., less than one year later. John Lawson of Pennsylvania was a crewmember on Rear Admiral David Farragut's flagship, *uss Hartford*. Lawson's battle station was below decks where he supplied powder to the gun crews above him. A shell struck his position and Lawson was smashed against the side of the ship. Although badly wounded in the leg, Lawson kept the powder line operating.

In the same battle, on board *uss Brooklyn*, two other sailors distinguished themselves in combat and were also awarded the Medal of Honor.

William Brown of Maryland and James Mifflin of Virginia, serving the powder line of their ship, took two direct hits during the four-hour battle, but stood their ground and kept the guns supplied with powder. Fast, accurate Union gunfire, made possible in part by these men, helped the Union Navy defeat the Confederates at Mobile Bay.

The fifth Medal of Honor of the War Between the States was earned by Joachim Pease of New York, a gun loader on *uss Kearsarge*. *Kearsarge* had chased the powerful Confederate raider *css Alabama* into the

French harbor of Cherbourg. When *Alabama* tried to make a run for the open sea, *Kearsarge* challenged her and a bitter 60-minute battle followed.

*Alabama* was sunk in 40 fathoms of water and, according to her commanding officer, Pease "fully sustained his reputation as one of the best on ship."

**I**N THE 40 years of peace that followed the War Between the States, black Americans continued to serve in the U. S. Navy. Some distinguished themselves as heroes, but most just did their jobs, and did them well.

Joseph B. Noil, a native of Nova Scotia, was one of the heroes. He was a crewmember on *uss Powhatan* when that ship was anchored off the coast of Virginia on 26 Dec 1872. At about 2300, Noil heard a shipmate fall overboard. Without hesitation he jumped into the 25-degree water and pulled Boatswain's Mate J. C. Walton back on board. Walton was exhausted, but safe. For this heroic act, Noil became the sixth black sailor to win the Medal of Honor.

When the Spanish-American War broke out in 1898, the Navy continued its policy of enlisting black Americans into the ranks on a fully integrated basis. Black enlisted men and petty officers served in the engineering departments and at the guns of ships that brought defeat to the Spanish in the Philippines.

MEMBER of the ordnance team  
aboard USS Constellation.



TOP LEFT, CAPT T. D. Parham, Jr., CHC, USN; Bottom left, LT. W. W. McDaniel came up through the ranks; Top right, CDR G. E. Thomas; Bottom right, CPO Andy Anderson, named recruiter of the year.

Turret captain directs  
his guncrew.



## Black American in the Navy

**I**T WAS THE SPANISH-AMERICAN WAR that established the United States as a power on the seas. Two black American sailors were cited for extraordinary courage during this war and won Medals of Honor.

On 11 Feb 1898, just a few days after war was declared, Daniel Atkins, a ship's cook, was on board *USS Cushing* en route to Cuba. Huge waves swept the deck. A lifeline broke, and a young officer was swept overboard.

After a rescue attempt by boat failed, one crewmember tried to swim to him, but was exhausted by the time he reached the officer's lifeless body.

Atkins then tied a line around his waist and plunged into the water. He swam to the two men and tied ropes around both. One at a time, all three were pulled back aboard by their shipmates, but the officer was dead. Atkins was praised for his gallant conduct and later was awarded the Medal of Honor.

Robert Penn was on duty near the boiler room of *USS Iowa* a few months later. Suddenly the ship was

floor. Then he carefully began the process of transferring the fire to a safe place. For this act, performed at the risk of serious injury, Penn also earned the Medal of Honor.

During World War I the Navy first began showing partiality in its treatment and use of black personnel. Some 10,000 black Americans volunteered for the naval service during that time, but for the most part, they were assigned noncombatant roles. Fully integrated living quarters were maintained aboard Navy ships until 1920, at which time segregation became apparent. In addition, black Americans were only allowed to enlist as stewards or to fill jobs on supply-type vessels.

Such conditions did not prevent individuals from serving valiantly during World War II.

**D**ORIE MILLER was a steward aboard the battleship *USS West Virginia* which was docked at Pearl Harbor on 7 Dec 1941.



SIGNALMEN hoisting flags.

CAMOUFLAGED SEAL team member in a Vietnam jungle.



ABC Bernard Spriggs is awarded the Navy Commendation Medal for heroic action in Vietnam.



ripped by an explosion. Penn, a fireman 2nd class, rushed to the scene and found boiling water pouring from a ruptured boiler. The hot coals had to be removed from the steam boiler to prevent another possible explosion.

Penn placed a board across two buckets in order to keep his feet out of the scalding water covering the

During the attack by Japanese aircraft, Miller helped his wounded captain to cover. He then manned a machine gun, which he had never been trained to operate, and destroyed at least two attacking airplanes. He was later awarded the Navy Cross by Fleet Admiral Chester W. Nimitz.

In 1943, Miller was one of the many men killed

when the aircraft carrier *uss Liscombe Bay* was torpedoed and sunk by a Japanese submarine.

Leonard Roy Harmon was also a steward during World War II. During the battle for the Solomon Islands in the western Pacific, Harmon rendered valuable assistance in evacuating the wounded on board *uss San Francisco* (CA 38) and caring for them at a dressing station. He was killed by enemy gunfire while trying to protect a shipmate. A destroyer escort ship *uss Harmon* (DE 678), named in his honor, was launched in 1943.

Beginning in 1942, the Navy demonstrated an enlightened view toward desegregation and equal opportunity for all of its personnel. Over 30 directives were issued between 1942 and 1947 in order to make equal opportunity a reality in the Fleet.

One of the first steps taken was to tackle the long neglected area of procuring officers from the black community. In 1943, the Navy announced its intention of training those who met officer candidate school

1872, but none had ever completed the required course of study.

By the time of the Korean conflict, the black officer and enlisted man were once again an integral part of the Navy's operating forces.

Among the officers who served with distinction in the Korean conflict was Ensign Jesse L. Brown. ENS Brown was the first black American to win the wings of a naval aviator. For a daring series of attacks on enemy ground troops and supply lines, costing him his life on 5 Dec 1950, Brown was posthumously awarded the Distinguished Flying Cross and the Air Medal.

In a further effort to recruit black officers, the Navy established a Reserve Officer Training Corps unit at a predominantly black college, Prairie View A & M, in Texas, in April 1968. The first class of officer candidates will be graduated in May 1970.

Today the black American is an active participant in all aspects of Navy life. The black officer is found



TOP LEFT, Aviation Electrician's Mate 1st Class Morris Hardin; Top right, Gunner's Mate McGowan takes a rest in PBR gun tub; Bottom left, LTJG L. Clark checks on his aircraft; Bottom right, craftmaster takes his boat out of Da Nang lighterage area.



WATCH officers stand duty aboard Navy ship.

qualifications. Between 1943-54, a total of 60 black officers were sworn into the Navy from this program.

**I**N 1949, WESLEY BROWN became the first black man to graduate from the U. S. Naval Academy at Annapolis, Md. Several other black Americans had been appointed to the Academy before Brown, the first in

in any type of duty and in any rank from warrant officer to captain. The more than 36,000 black enlisted men are divided among all pay grades, all ratings and jobs.

Sea power is the mission of the Navy. This mission is fulfilled with the help of black Navy men and women, proud of their heritage.

# bulletin board



**A**LL WORK and no play—well, you know what that does to people. Everybody needs a vacation once in a while.

The Navy realizes that nobody can keep up rigorous schedules of deployment—or even dull days of office work—without a break. A Navyman who didn't get some time off occasionally would become so tired and stale that he couldn't be of much use to himself, much less to the service.

That's why a month out of every Navyman's year is reserved for leave.

Every member of the Navy on active duty earns leave at the rate of two and a half days a month—except for active-duty periods shorter than 30 days, or "bad time" (UA, confinement, or sickness due to a man's own misconduct).

When he takes his leave depends on the needs of the service. Leave is not normally granted when a man's absence would be detrimental to the operations of his unit—for instance, when his ship is deployed or undergoing essential training. And even when the ship is in port, a certain percentage of the crew must stay on board to keep her a going concern. But in nearly all cases, there will be plenty of free time to choose from.

And in a real emergency, a man may receive leave at times when he wouldn't be able to otherwise.

In its efforts to allow all Navy men their fair share of leave while assuring that all operational commitments are met, the Navy has put together detailed regulations on leave. This article outlines the major provisions of these rules.

It can't include all the regs. They take up an entire chapter and assorted articles in the *BuPers Manual*, not to mention a stack of notices and instructions. If you need more details, check with your friendly personnelman.

Leave is authorized absence from duty that is chargeable to your account of 30 days a year. The first point to remember is that it isn't the same as liberty.

Liberty is the evening, overnight, weekend or holiday time off which is granted to men who are not in the duty section or otherwise restricted to the ship or station. Except in a few extra-special cases, it's never any longer than 72 hours at a time.

## Roundup on

Liberty is not charged to your regular 30 days of leave credit for a year. But it's not a substitute for leave.

For one thing, liberty may not be used to stretch leave time. If you have liberty from Friday afternoon to Monday morning and want to take leave beginning Monday, you might be inclined to take off Friday evening and not come back until your leave expires. But you must check in Monday morning and pick up your leave papers before you begin your leave.

The same rule applies to the end of leave. If your leave expires Friday evening and your section will have liberty Friday night, you must still check in on Friday, even though you might go on liberty immediately afterward.

Leave time falls into several categories, depending on how much you've earned, how much time you have left in service, and the circumstances of the leave. Here are their definitions:

**Earned Leave**—the amount of leave you have earned and not used as of a certain date. For instance, if you've been in the Navy a year and have taken 14

days' leave, you now have 16 days of earned leave "on the books."

**Advance Leave**—the amount of leave you can be expected to earn during the rest of your active duty. If you have six months left to serve on your enlistment, your advance leave amounts to 15 days. Within certain limits, you may be granted advance leave.

**Excess Leave**—leave time granted that goes beyond your earned leave and advance leave. Except for emergency leave, no one is allowed to take excess leave.

For example, suppose you have eight months of active service remaining, and have five days of earned leave on the books. Your advance leave total is 20 days (eight months at two and one-half days a month). Except in an emergency, you will not be granted more than 25 days' leave—unless you reenlist or extend to acquire more obligated active service.

In two special cases, Regular Navy officers may take what is called "excess leave" for the purpose of going to school. They may be granted extended leaves of absence for studies leading to degrees in law or as medical doctors—without pay and at their own expense.

**Sick Leave**—authorized absence while you are under medical care. This is not charged to your 30 days of annual leave. There is no limit to the amount of sick leave you may be granted by medical authorities; however, if you were expected to be hospitalized for a very long time you would probably be given a

days' leave, plus travel and proceed time. However, the amount he may take depends on how such leave is authorized in his orders, whether he has a deadline to report to his new duty station, and how much advance leave he has used.

And, of course, you may take your regular annual leave any time, as long as your CO decides that you can be spared without affecting the mission of the unit. Regular leave may be as long as 60 days—if you don't take more than 30 days' advance leave.

You may never have a minus leave balance of more than 30 days, except in the case of emergency leave, in which the limit is 45 days.

Speaking of emergency leave—

It's probably the least understood kind of leave. Some people seem to think that when they have a problem, the next thing to do after seeing the chaplain is to put in a chit for emergency leave.

Let's set the record straight.

Emergency leave may be granted to a man if the military situation permits his absence, and if one of the following conditions exists:

- There has been a death in the man's immediate family (parent, person standing in loco parentis, spouse, child, brother, sister, or only surviving relative).

- His return home will contribute to the welfare of a dying member of his immediate family.

## Leave: Read All About It

medical discharge.

**Special Leave**—leave time (other than sick leave) that is not charged to your 30-day annual allowance. At present, the only common situation in which special leave is granted is extension of a 12-month Vietnam tour for six months or more, in which case you receive 30 days' free leave.

There are several cases in which leave is normally granted before it is earned. However, all except special leave are chargeable to your regular annual account. Taking advance leave gives you a minus leave balance, or puts your account "in the hole" temporarily.

Recruit leave, normally 14 days, is given to men who want it after completing boot camp. When Christmas falls during a man's recruit training, he may be able to take his boot leave during the holidays rather than after graduation, if he has finished four weeks or more of the training.

On reenlistment, a Navyman is authorized to take up to 30 days' advance leave plus any earned leave he has—to a maximum of 90 days.

On transfer, a man may be authorized up to 30



## bulletin board

- His failure to come home would create a severe and unusual hardship on himself or his family.

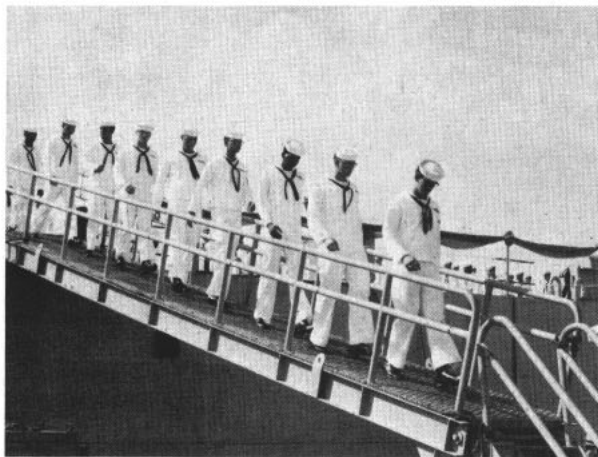
Emergency leave is granted only for extremely serious problems in which the Navyman is the only person who can help, and in which his presence at home is absolutely necessary right away.

And the situation must be unusual. That is, it must be a problem that isn't common in the Navy. Family separation, for instance, is a fact that the great majority of Navymen must live with; in itself, it isn't sufficient justification for emergency leave.

The situation must be verified before the man can be granted emergency leave. Usually this is done by a message from the American Red Cross to the man's commanding officer. Families should be told to notify their local Red Cross chapter if an emergency arises.

Emergency leave may be given for a period consisting of your earned leave plus up to 45 days of advance and excess leave. No more than 15 days of excess leave may be taken, and the total leave time must not be more than 90 days.

For instance, if you had 10 days of leave on the books, you could get as much as 55 days of emer-



gency leave—if it wouldn't mean taking more than 15 days of excess leave. (Your pay will be docked for any excess leave you take.)

If the situation at home would require you to stay home longer than your emergency leave allows, you should consider requesting a humanitarian TAD transfer. This is a temporary assignment ashore, usually for no longer than four months, which is granted when a man's presence is necessary to alleviate a severe and unusual hardship at home.

Or if it doesn't appear that the problem would be solved in four months, there are provisions for "for duty" assignments ashore, transfers between shore stations, shore tour extensions, inter-fleet transfers—and, as a last resort, hardship discharges. Your division officer or personnel officer can advise you on your alternatives.

But don't forget: the requirements for all these possibilities are the same as for emergency leave. The situation must be real, unusual, and very, very serious.

Men on emergency leave who must travel from overseas to the continental U. S. or from CONUS to Alaska, Hawaii, or U. S. possessions, will receive reserved seats on government transportation at government expense to and from the port of embarkation in CONUS. No commercial transportation is provided, inside or outside the States. However, if you don't mind waiting around a base for a while, you may get "hops" on government aircraft or other transportation—if you can find a seat available and if no charge is made for the trip.

For all types of leave, here's how to figure out how many days your account will be charged:

The day of departure on leave, no matter what the hour, counts as a day of duty, not a day of leave. Some people like to check out one minute after midnight, to gain a day of leave that isn't charged to their accounts. Others would rather get some sleep, check out around 0800, and begin their leave refreshed.

The day you return from leave counts as a day of duty if you return at or before 0900, but as a day of leave if you return after that time.

So if you went on leave at 0800 1 November and returned at 0800 10 November, your account would be charged for eight days of leave—2 November through 9 November inclusive. However, if you returned at 1000 10 November, your account would be charged for nine days—2 through 10 November.

If you are hospitalized during your leave, the period of hospitalization is not charged to your leave time.

How much leave time can you accumulate on the books?

You can have no more than 60 days on the books at the beginning of each fiscal year (1 July), on your first extension of enlistment, or on discharge or separation. Between the beginnings of fiscal years, you may carry more than 60 days on your account; but you'd better use the extra days before 1 July, or you'll lose them.

If you have a balance of more than 60 days at the beginning of the fiscal year, on first extension, or on discharge or separation, the extra days will simply be wiped off the books. You may neither take them nor get paid for them.

The reason for this rule is to encourage Navymen to take leave as it accumulates, rather than saving it up to make a big killing when they get out—and killing themselves from overwork in the process.

There's an exception to this rule for men in hostile fire areas, where there often isn't much opportunity for leave. They may accumulate as much as 90 days of leave. However, the extra days over 60 must be used during the fiscal year after the fiscal year in which their service in a hostile-fire zone ended. For instance, if you left Vietnam this September (during fiscal year 1970), you must get your leave balance down to 60 days by the end of fiscal 1971 (30 Jun 1971), or the extra leave time will then be stricken from the books.

When you reenlist, you usually have two choices on what to do with your accumulated leave time (up

to 60 days, of course). You may carry it over into your new enlistment, or you may take a lump-sum cash payment. More on this later.

And it may be well to note that, among many other penalties he suffers, a man discharged under "other than honorable" conditions loses all his earned leave. He cannot take leave just before separation if it is known that his separation will be other than honorable, and he will not be paid for unused leave when he is released.

When you go on leave, you must have enough money to make the round trip from your duty station to your leave address and back. Running out of cash is no excuse for returning late from leave.

If you're absent without leave or absent over leave, and your CO decides that the AWOL or AOL was avoidable, you're in trouble.

However, if he decides that the extra absence was unavoidable—that you were delayed by circumstances beyond your control—the time will simply be charged to your regular 30 days' annual leave. In fact, in a few cases an excused AWOL or AOL will not even be charged to your leave account—for instance, if you were being detained by civil authorities, or if your unit had to deploy unexpectedly and you couldn't get back in time to join it.

There are some special rules for enlisted men of Philippine extraction who take leave in their native country; other Navymen who travel in foreign countries on leave; Navy Nurse Corps candidates, who may receive more than 30 days' vacation a year from the nursing schools at which they are studying; Christmas holidays for men at service schools; and holidays for midshipmen. They are outlined in the *BuPers Manual*.

You receive full regular pay and allowances on leave or liberty—except on excess leave. (Naturally, men on unexcused absences aren't paid for their UA time either.)

If you have a minus leave balance at the end of your enlistment—either because you took excess leave or because your enlistment ended earlier than you originally planned—here's what happens:

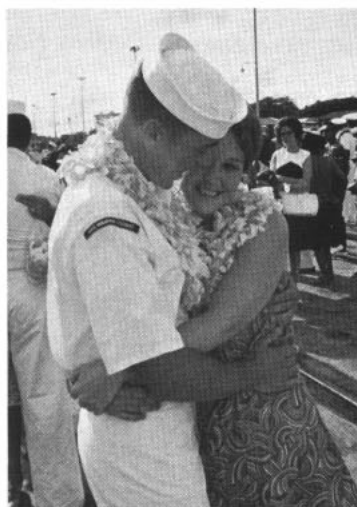
If you are discharged early to accept a commission or warrant, or if you reenlist *more than three months* before the normal expiration of your enlistment, your minus balance will be carried over to your new service record.

But if you go out of the service with a minus balance, or if you reenlist *within three months* before your hitch expires, your pay will be docked for the amount of leave you "owe." In the case of a re-up, you'll begin your new enlistment with a zero leave balance.

What about a plus balance?

In that case, if you are discharged early to accept a commission or warrant, or if you reenlist more than three months early, your leave balance will be carried over to your new service record.

If you reenlist during the three months before your active duty expires, you have a choice. You may carry over your unused leave to your new enlistment, or you may be paid for it as described below. (No



combinations are allowed. For instance, you can't carry over half of your leave balance and get paid for the other half.)

And if you're leaving the service, you will be paid for unused leave as follows:

For every day of leave on the books, you receive a day's basic pay, plus a 75-cent allowance for subsistence and (if you have dependents) \$1.20 for quarters. For example, a PO2 with more than four years' service, with dependents, who had 15 days of leave on the books would receive a total of \$200.85 for his unused leave.

Officers receive payment of their regular pay and allowances for unused leave time on separation.

There's a limit, as was noted earlier. You may not be paid for more than 60 days of leave. Any leave you have on the books above that amount is lost.

But it's still more enjoyable to take leave than to get paid for it. When your job permits, take off and see the family or do some traveling. Both you and the Navy will benefit.

## Navy Lists Ships and Squadrons Earmarked for Decommissioning

**M**ORE THAN 7000 Navymen in the Atlantic Fleet and 17,000 in the Pacific Fleet will be reassigned as a result of the recent cut of 76 ships from the Navy's active list. About 8000 more men can expect to pack their sea bags after the remainder of the proposed 100 plus-ship budget-cut list is complete. Announcement of the decommissioning of an additional 23 ships brings the total to just under 100 to date.

The Navy ultimately expects to reduce its military manpower by about 72,000 in an adjustment to the retirement of these ships and subsequent cuts (see October issue, p. 48 and p. 37 of this issue).

Of the more than 100 ships earmarked to be retired, the 76 identified in the first announcement will either be decommissioned and placed in mothballs, or will replace older ships now being used as naval reserve training vessels, or will be scrapped. More than

\$100 million is expected to be saved.

The major ships cut in the first increment which includes 50 combatants, are the battleship *uss New Jersey* (BB 62), the heavy cruiser *Canberra* (CA 70), the antisubmarine aircraft carriers *Bennington* (CVS 20) and *Kearsarge* (CVS 33), and the amphibious assault ships *Boxer* (LPH 4), *Valley Forge* (LPH 8), and *Princeton* (LPH 5). Also included in the list are destroyers and frigates, submarines, service and amphibious force ships and other support vessels. The average age of these ships is 24.6 years. Fifty-two of the 76 are more than 25 years old.

**T**HE NUMBER OF SHIPS slated to be decommissioned as a result of the Defense Department's FY 1970 economy drive reached 99 by 1 October when 23 more ships were added to the initial list of 76.

It was also announced that aviation units of Carrier ASW Air Group 57 and 10 fleet squadrons would, in addition, be retired.

Accompanying the second increment announcement was a statement from Secretary of the Navy John Chafee in which he said although some of the ships would not be retired until later in the fiscal year, the announcement was made early so that the estimated

### Newport, R. I.

W. A. Lee (DL 4)  
Wilkinson (DL 5)  
Keywadin (ATA 213)

### Groton, Conn.

Becuna (AGSS 319)  
Blenny (AGSS 324)  
Tench (AGSS 417)  
Sablefish (AGSS 303)  
Sea Owl (AGSS 405)

### Norfolk (Little Creek), Va.

Norfolk (DL 1)  
Borie (DD 704)  
Putnam (DD 757)  
D. H. Fox (DD 779)  
Lowry (DD 770)  
Sandoval (LPA 194)  
Mountrail (LPA 213)  
Boxer (LPH 4)  
Algol (LKA 54)  
Capricornus (LKA 57)  
Samoset (ATA 190)  
Annapolis (AGMR 1)  
Chikaskia (AO 54)  
Ruchamikin (LPR 89)  
B. W. Reid (LPR 119)  
Casa Grande (LSD 13)  
Shadwell (LSD 15)  
Taconic (LCC 17)  
Ashland (LSD 1)  
Alstede (AF 48)  
Palm Beach (AGER 3)

### Charleston, S. C.

Ozark (MCS 2)  
Stallion (ATA 193)

### Mayport, Fla.

Goodrich (DD 831)  
Turner (DD 834)  
Kaskaskia (AO 27)

### Key West, Fla.

Sea Lion (LPSS 315)  
Atulo (AGSS 403)  
Sea Poacher (AGSS 406)  
Penguin (ASR 12)

### Cecil Field, Fla.

Attack Squadron 64 (VA 64)  
Attack Squadron 106 (VA 106)

### Jacksonville, Fla.

Heavy Photographic Squadron 62 (VAP 62)  
Patrol Squadron 7 (VP 7)

### Lemoore, Calif.

Attack Squadron 112 (VA 112)  
Attack Squadron 76 (VA 76)

### North Island, Calif.

Carrier Antisubmarine Air Group 57 (CVSG 57)

### Whidbey Island, Wash.

Patrol Squadron 2 (VP 2)  
Patrol Squadron 42 (VP 42)

### Concord, Calif.

Mount Baker (AE 4)

### San Francisco, Calif.

Graffias (AF 29)  
Zelima (AF 49)  
Pictor (AF 54)  
Markab (AR 23)

### Long Beach, Calif.

Bennington (CVS 20)  
Kearsarge CVS 33)  
New Jersey (BB 62)  
Picking (DD 685)  
Preston (DD 795)  
Navarro (LPA 215)  
Valley Forge (LPH 8)  
Princeton (LPH 5)  
Belle Grove (LSD 2)  
Carter Hall (LSD 3)  
Arlington (AGMR 2)  
Tappanahock (AO 43)  
Okanogan (LPA 220)  
Cabildo (LSD 16)  
Tortuga (LSD 26)

### San Diego, Calif.

Canberra (CA 70)  
Mullany (DD 528)  
Boyd (DD 544)  
Stoddard (DD 566)  
Braine (DD 630)  
Cogswell (DD 651)  
Porterfield (DD 682)  
Uhlmann (DD 687)  
Wedderburn (DD 684)  
Mercer (APB 39)  
Nueces (APB 40)  
Indra (ARL 37)  
Estes (LCC 12)  
Montrone (LPA 212)  
Pickaway (LPA 222)  
Diachenko (LPR 123)  
Weiss LPR 135)  
Oakhill (LSD 7)  
Bashaw (AGSS 241)

### Cusk (AGSS 348)

Rock (AGSS 274)  
Spinax (AGSS 489)  
Gunston Hall (LSD 5)  
Catamount (LSD 17)  
Colonial (LSD 18)  
Comstock (LSD 19)  
Fort Marion LSD 22)  
Whetstone (LSD 27)  
Stone County (LST 1141)

### Pearl Harbor, Hawaii

Radford (DD 446)  
Patapsco (AOG 1)  
Kishwaukee (AOG 9)  
Sunnadin (ATA 197)  
Serrano (AGS 24)

### Guam, Mariana Islands

Clarke County (LST 601)  
Iredell County (LST 839)  
Litchfield County (LST 901)  
Sedgwick County (LST 1123)

### Naples, Italy

Tallahatchie County (AVB 2)

### Yokosuka, Japan

Banner (AGER 1)

### Alameda, Calif.

Antisubmarine Fighter Squadron 1 (VSF 1)

### Barbers Point, Hawaii

Patrol Squadron 28 (VP 28)

### Boston, Mass.

Boston (CA 69)

7200 Navymen in those ships and aviation units would have an opportunity to make plans for the future.

A breakdown of the ships being retired shows 48 are homeported on the west coast, 89 on the east coast, five in Hawaii and six overseas. The aviation units are operating from bases in Florida, California, Washington and Hawaii.

On the facing page, by home port, are the ships, air units and squadrons affected by the recent cut.

### **Here's Policy on Transfer or Separation If Your Ship Is Decommissioned**

If your ship is decommissioned, what happens to you?

The Navy has made provision for your transfer to another command with the least possible trouble and impact on your career.

NavOp message 38 set up procedures for reassignment from units being decommissioned, and instituted a program of early release for some whose enlistments are due to expire soon.

Here's how the transfer program works:

As soon as the Chief of Naval Operations decides to decommission a particular ship or station, the Enlisted Personnel Distribution Office (EPDO) for the area involved contacts the unit to set up a "loss month" for every man on board.

That is, the EPDO and the unit decide when each man's services will no longer be needed in the decommissioning process, and set that month as the time he will be released from the unit—for transfer or separation, as appropriate.

Men who are eligible for early release from active duty (discussed later in this article) will not be required to accept it. The Navy wants to keep career-minded men.

### ***A Tribute to Navy Ships And Squadrons, Retiring With 2000-plus Years of Loyal Service***



These men and those who are ineligible for early separation will normally be transferred during their assigned loss month.

Before they are transferred, they will all be given the opportunity to express duty preferences, which will be carefully considered in assigning them to a new duty station.

For purposes of this program, a man who has the required Sea Duty Commencement Date and obligated service is eligible for Seavey. Other normal eligibility requirements, such as TCD or indefinite sea extensions, don't count.

Seavey eligibles will be assigned ashore as far as is practicable. If some must be sent back to sea, they will not lose their eligibility.

Rated and designated men on CONUS or preferred overseas shore duty (and nonrated undesignated men on preferred overseas shore duty) can expect transfer to another shore station when their station is inactivated, if they have more than a year left to serve ashore on a normal tour.

However, if they have less than a year left on their shore tours, these men will be transferred according to the needs of the service. BuPers will make every effort to allow them to complete shore tours, but it can't make any promises.

Duty on a decommissioning crew will not count as an interruption of a continuous sea tour for future Seavey purposes.

Provisions for early releases of crewmen of units being deactivated are different from those for men in the rest of the Navy.

Commanding officers of units being decommissioned are authorized to separate crewmen up to 180 days early, if their normal Expiration of Active Obligated Service (EAOS) falls within 180 days after their loss month. For instance, a man with a loss month of December 1969 and a normal EAOS in June 1970 will usually be allowed to leave active service in December, if he so desires.

Men who are scheduled to transfer to the Fleet Reserve or the retired list are not eligible for this early release. In addition, each Fleet Commander may designate certain rates and NECs as ineligible.

This six-month early separation is "additive" to the three-month program (NavOp 37), which is now in effect in the rest of the Navy, discussed in the October issue of ALL HANDS. That is, a man in a unit being decommissioned could, if otherwise eligible, be released as much as nine months early.

Extensions of enlistment for Seavey or advancement may be canceled, if the extensions have not taken effect and if such cancellation will bring a man's EAOS back to a point at which he is eligible for early separation.

Naturally, however early a man is separated, he will be entitled to full veterans' benefits for the time he actually served.

And, we repeat, no one will be forced out of the Navy early if he wants to stay in. All you need to do is tell your personnel office that you don't want out; the Navy will be glad to keep you in the family.

# Are Your Papers In Order?

**N**O MAN DELIBERATELY TRIES to put his family behind the eight-ball. Nevertheless, many do just that because they are sometimes careless about keeping their personal affairs in order. Without meaning to do so, they leave their family completely in the dark about their rights and benefits as survivors of a serviceman or veteran.

Should you die or become incapacitated, your family will need all the help it can get. You can help if you gather all the papers, documents, and records which will be helpful to your survivors or executor in the future. Valuable papers such as original marriage certificate, insurance policies, securities, bonds, copies of income tax returns, car titles, and deeds should be placed in safekeeping, as in a safe deposit box known to your wife or next-of-kin.

In making application for benefits, your survivors will be required to produce documentary evidence of your military service and family history. If such documentary evidence and information are available, it will relieve a lot of uncertainty and facilitate the settling of your estate. It is also extremely important that the Record of Emergency Data (NavPers 601-2) in your record is up to date and reflects your true intentions so the Bureau can honor your wishes in rendering assistance to your dependents if such should be required.

The importance of keeping your Record of Emergency Data up to date cannot be overemphasized. Here's why. Should you become a casualty, the 601-2 is referred to in obtaining the names and addresses of the next-of-kin for notifying your family. In administering to the affairs of missing, captured, and deceased Navymen, the Bureau honors the wishes of the serviceman as stated on the Record of Emergency Data with regard to allotments and payment of other benefits. Keep these factors in mind when designating beneficiaries:

- **Unpaid Pay and Allowances.** You may designate anyone to receive your unpaid pay and allowances in the event of your death. Here again it's important to keep an up-to-date record, because payment is always made in accordance with the serviceman's instructions on his *latest* Record of Emergency Data.

This benefit may be paid to more than one individual in shares if so specified on the Emergency Data form. If no designation of beneficiary is recorded on the form, then payment is made to the individual eli-



gible in accordance with precedence as prescribed by law, that is, the widow, the children, the parents, and so on down the line.

- **Allotments When Member Is Missing or Captured.** The Bureau maintains close contact with the next-of-kin of missing and captured Navymen and strives to handle the affairs of the individual according to his wishes. In this regard, the Missing Persons Act gives the Navy authority in certain cases to act in behalf of a member should he become listed as missing or captured. And, if for some reason insufficient action was taken beforehand, the Missing Persons Act provides that under certain circumstances allotments may be created, continued or changed when doing so would be considered essential for the well-being and protection of dependents of a missing or captured member. It is most important, therefore, to have accurate information and instructions as to how your pay is to be distributed in the event you should become listed as missing or captured.

- **Six Months' Death Gratuity.** This benefit must be paid first to surviving spouse; if none, to surviving children. If there is no spouse or children, then it is to be paid to the parents or other family members designated by the Navyman.

- **Serviceman's Group Life Insurance.** The proper form for designating a beneficiary for SGLI is VA Form 29-8286 or any similarly designed form prepared locally. The original form, properly signed, goes into the man's jacket. The Record of Emergency Data may not be recognized for this purpose. If you elect not to designate a beneficiary, the SGLI will be paid in accordance with Public Law 89-214—widow, children, parents, and so forth. Take note that if there is no spouse or children, the insurance will be paid to the surviving parents in equal shares if no designation of beneficiary was made. This rule remains the same if the parents are divorced or separated.

- Another important document that may be beneficial is the *power of attorney* document. Through this legal document you may give another person the power to act as your agent, either for some particu-

lar purpose or for the transaction of your business in general.

The power of attorney may be particularly useful while you are overseas. But you should realize that in the wrong hands it could be disastrous to you because the agent who holds such power has, within the limits granted by it, full authority to deal with your property without consulting you. Therefore, you should give power of attorney only to someone whom you can trust and who will protect your interests and those of your family.

You should execute a power of attorney only after consultation with legal counsel. You may find that a general power of attorney may not be needed. Instead, it may be advisable for you to execute a limited or special power of attorney with authority to perform certain acts and no more.

The legal authority granted in a power of attorney is revoked by your death, by the death of your agent, by any time limit set by the document itself, or by specific revocation. If a power of attorney does not contain a time limit, it may be canceled by written revocation and notification with a copy to all persons who may have dealt with your agent. A revocation always is necessary if the power of attorney has been recorded in a public record. While on the subject of revocation, if in the past you have granted powers of attorney that were not limited in time and that have served their purposes, it might be wise to visit your legal assistance officer and have him draw up the papers necessary to cancel such powers.

### Why Have a Will?

A will is a legal document that declares how you wish to have your assets and property distributed after death. There is no government form — Navy or otherwise — that provides for this. And, even though it often can be a simple document, you should not attempt to write your will without the help of a lawyer. In other words, use of a standardized will format is

not recommended. Your will must meet strict legal requirements in court; therefore, preparing a will is risky business when attempted by an untrained individual.

Everyone should have a will. Even service women and individuals without dependents. Although you may be of the opinion that you don't own very much, or that what you do own isn't worth a will, leaving what you do own without a will could cause many legal complications.

Estates are settled on the basis of state laws which differ usually from state to state. If you were to die before preparing a will, then your estate would be distributed according to the descent and distribution laws of your state of legal residence or, in the case of real property located in another state, the laws of that state.

An important aspect about making a will is that you decide on an executor—the person who will handle your affairs after your death.

If you are married, you and your spouse should each have a will, even though each document makes the same disposition of the estate. Further, it is particularly important for parents of minor children to have wills so that the interests of the children can be protected through a guardian of parental choice in the event both parents die.

Many persons still have wills written during World War II or the Korean conflict. If you have one that was written some time ago, it might be worth your while to review it. Make sure it still expresses your exact wishes with regard to the distribution of your property. Things may have changed considerably since the will was drawn up that would call for a new one, such as marriage, divorce, births, and deaths, as well as the purchase or sale of property.

If you have neglected to have a will prepared or if you have one that may now be out of date, consult your legal assistance officer or a private attorney at your earliest convenience. Next week may be too late.

### Aviation Maintenance Designator Replaces 135X Category

The 135X (aviation, non-pilot, non-flight officer) unrestricted line officer category is being phased out. Policies and procedures applicable to active duty Regulars and Reserves (except TARs) have been published. Information concerning TARs and inactive Reservists is now being developed and will be announced separately.

A new designator has been established within the restricted line: 152X, Aeronautical Engineering Duty (Aviation Maintenance). The new category has made possible an expansion of restricted line special-duty officer numbers, to incorporate 135X officers.

As the new 152X designator is phased in over a three- or four-

year period, 135X officers will be given the opportunity to transfer to the new category, or to 163X (naval intelligence), or to some other designator for which they qualify.

Billets coded 1360 and 1350 are being changed to the appropriate new designators. No newly commissioned officers are being given 135X designators, although some officers selected for a restricted line or staff corps designator may be assigned 135X temporarily until they are issued a new appointment.

In the future, the only 135X designators given will be in special cases, such as when pilots or NFOs end their flying status and are not

qualified for 110X designation. However, these officers will be encouraged to apply for transfer or augmentation to other designators, since career opportunities in 135X will be very limited.

Officers who change designators will be provided schooling as their qualifications, facilities, needs of the service and directives permit.

Some 135X officers may want to remain in their present category until retirement or release from active duty. In such case 1350, 1351 and 1352 officers who choose to continue in their category after it is phased out will normally be assigned to billets as their qualifications permit.



# 1969 CAREER MOTIVATION CONFERENCE

## CAREER MOTIVATION: CHALLENGE TO LEADERSHIP

**I**N MARCH OF THIS YEAR Admiral Thomas H. Moorer, Chief of Naval Operations, convened a four-day Navy-wide Career Motivation Conference at NAS Patuxent, Md. The conference was composed of senior representatives of 34 major fleet commands and selected shore commands. Its mission was to discuss officer and enlisted career problems, retention, and ways to improve career motivation. Primary emphasis was placed on "in-house" actions the Navy could take without getting help from the Department of Defense or the Congress. The theme of the Conference was "Career Motivation: Challenge to Leadership," highlighting these major objectives:

- To stimulate at every level of command personal interest in the vital task of keeping high quality personnel.
- To increase the sense of participation and personal involvement at every level — commanding officer, officer, petty officer — in career motivation.

The U. S. Navy Career Motivation Conference, 1969, made nearly 200 wide-ranging recommendations — some major, some minor. They were aimed at im-

proving retention programs, improving personnel administration, improving service operations and making Navy life a better way of life for both the Navyman and his family.

Vice Admiral Charles K. Duncan, Chief of Naval Personnel, hosted the conference for Admiral Moorer. He wanted to avoid premature publicity on the results of the conference so as not to raise false expectations of what the Navy really could do.

Now, a good many of the conference recommendations have been staffed and are being executed or soon will be. Admiral Duncan noted this in his October *Tides & Currents* Newsletter and promised a status report.

Here is a tabulation of recent actions taken in response to some 50 of the recommendations of the Career Motivation Conference. Over 100 others are still being staffed, and a small number have been discarded as not feasible or not productive. There are no plans to keep "box score" on the recommendations because they vary widely and many involve continuing action and thus will never be "completed."

### Recommendation

Conduct an organized review of all prescribed officer collateral duties in order to:

- Reduce the administrative workload on junior officers to give them more time for professional qualification and leadership development.
- Expand the responsibilities assigned to senior petty officers to recognize further their competence and enhance their prestige.
- Reduce the paperwork load on the Fleet.

### Status

A major review of junior officer collateral duties is being conducted in BuPers with the twofold aim of reducing the collateral duties of junior officers in order to allow more time for professional qualifications and leadership development and also to expand the realm of responsibility of senior petty officers. The following collateral duties previously assigned to officers may now be assigned to senior petty officers (changes to the controlling directives are being issued):

- Lay Leaders
- Benefits & Insurance Officer
- Library Officer
- Career Counselor
- Safe Driving Officer
- Project Transition Officer

### • Athletic Officer • Voting Officer

The requirement for the collateral duty of Benefits and Insurance Officer in commands with less than 500 people is being eliminated.

The requirement for the collateral duty of Civil Readjustment Officer is being eliminated from the *BuPers Manual*.

The review is continuing with the goal of consolidation of certain collateral duties at the squadron or division staff level and elimination of nonessential ones from operating forces.

With reference to the subject of senior petty officer responsibility, the new *BuPers Manual* authorizes signature authority in certain administrative areas for Master and Senior Chief Petty Officers, at the discretion of the Commanding Officer. They include:

- Certifying documents for various administrative purposes.
- The new edition of the *BuPers Manual* specifies that Master/Senior Chief Petty Officers, when properly authorized in writing, may initial the Commanding Officer's facsimile stamp in certain instances.

• Processing advancement in rating examinations for PO1 and below.

### Recommendation

To increase the potential motivation of Reserve ensigns on their first tour, establish a system of:

- On-board fleet-up at about 18 months or;
- Rotation to another ship type or afloat staff at about 18 months or;
- Rotation to a Vietnam tour at about 18 months or;
- Rotation of particularly outstanding officers to an XO tour.

### Status

The junior officer 18-month tour concept, including the alternatives of on-board fleet-up, rotation between ships and types, and rotation of highly motivated officers from shore duty to sea, was established in April 1968. The system was publicized in the January and April 1969 issues of the *Officer Personnel Newsletter*.

The fleet-up of officers on board and rotation to sea of especially promising officers from ashore, long an accepted and productive practice, developed along the published guidelines.

During fiscal year 1969 a number of officers were placed in training afloat to provide the basis for 18-month rotation between ships and types in significant numbers, beginning in the summer of 1969.

The forced attrition from Project 703 will unavoidably act to restrict rotation to different units and to maximize on-board fleet-ups. The need to redistribute junior officers not cut by Project 703 will, however, provide some rotation between units in furtherance of the rotation objective. More ways will be found in the future, recognizing fiscal and stability restraints temporarily imposed.

### Recommendation

Include shiphandling training in the Command Inspection System.

### Status

Cruiser, destroyer, submarine and mine force type commanders presently include this item in their type

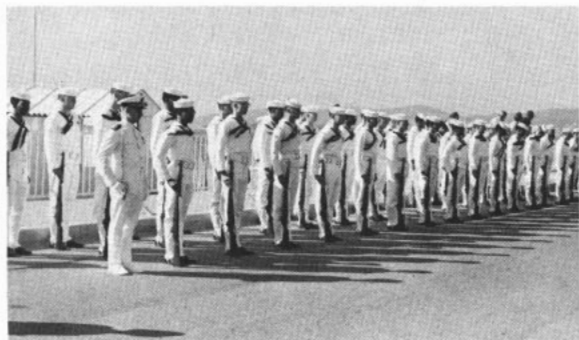
Photo far right: Shiphandling training has been recommended for inclusion in the command inspection system. At right: Recommendations for rotation of 18 months for Reserve ensigns on their first tour was established in 1968. Below: Greater publicity is required for the careerist orientation of most Navy benefits and incentives.



A study is being conducted to determine the relationship between retention rates and shipboard habitability.



Various studies and the implementation of retention programs are designed to help a very important man in the Fleet, the career petty officer. Right: A career counseling program has been implemented with the intention of motivating outstanding junior officers to seek career service.



The mission of the Career Motivation program is to stimulate interest in the vital task of keeping high quality personnel.



## 1969 CAREER MOTIVATION CONFERENCE

inspection instructions. The recommendation is being forwarded to the other type commands for implementation as feasible.

### Recommendation

*Modify General Order 15 governing alcoholic beverages to make station regulations not more restrictive than applicable local laws for sale of drinks and package goods.*

### Status

General Order 15 has been replaced with SecNav Instruction 1700.11, which calls for regulations controlling alcoholic beverages to adhere to applicable local laws. It extends the list of activities which may be authorized to serve drinks and sell package goods to include all officer, petty officer and enlisted men's clubs. It also allows authorization of drink sales in golf course clubhouses.

### Recommendation

*Give greater publicity to the careerist orientation of most Navy benefits and incentives to counter the misconception held by many Navymen that they favor the first term and forget the careerist.*

### Status

A large publicity effort is necessary to counter this incorrect idea. The opening gun was fired in the Sep-

tember issue of ALL HANDS (pp. 59-60) in reply to a letter from a chief gunner's mate. Master Chief Petty Officer of the Navy Delbert Black makes this point again in this issue on page 20. It's a career man's Navy.

### Recommendation

*Advance DLA and Travel Allowance so personnel will have money "in pocket" for moving expenses on permanent change of station orders.*

### Status

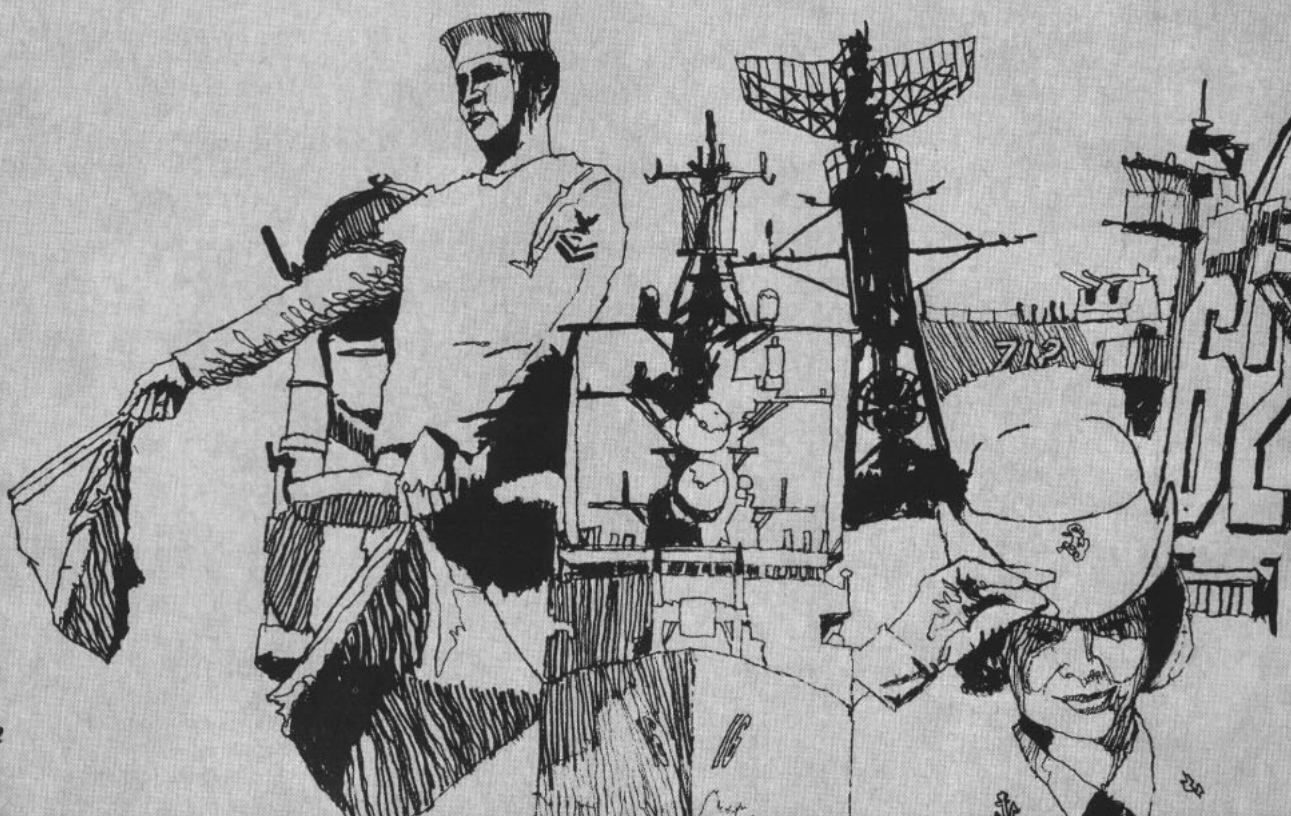
The present law does not allow pay of dependents' travel or dislocation allowance until after the Navyman has arrived at his new duty station with his dependents. BuPers Notice 7041 of 28 Jun 1969, however, provides a remedy for this situation by allowing commanding officers to grant up to three months' advance pay to deserving personnel, both familymen and bachelors, who need the extra money when moving under permanent change of station orders, or when moving to a new home port or yard.

### Recommendation

*Establish an Officer Career Counseling Program to provide formalized and personalized counseling.*

### Status

In July the Chief of Naval Personnel issued BuPers Notice 1000, which prescribed an officer career counseling system for all junior officers. It is intended to improve the performance and morale of all, and to motivate the most desirable junior officers to seek career service.



### Recommendation

*Have all Type Commanders establish minimum criteria for formal certification of qualification to achieve maximum feasible standardization in order to restore the individual sense of achievement in being designated as OOD. (It has declined due to variation in the quality of standards in various ship types.)*

### Status

NWP 50A strongly states that certification that an officer is fully qualified as an OOD underway should carry the same prestige as does qualification as an aviator or a submariner. CNO has passed the problem of loss of job satisfaction value and recognition value of OOD designation and the conference recommendations to CINCLANTFLT and CINCPACFLT.

CINCPACFLT has requested his Type Commanders to develop minimum standard qualifications by ship types.

CINCLANTFLT is completing his study of ways to deal with this problem.

### Recommendation

*Require that leadership performance be clearly reflected in officer fitness reports to insure that officers with high quality of personal leadership are selected to command.*

### Status

The importance of including leadership evaluation in fitness reports will be publicized periodically in articles in the *Officer Personnel Newsletter* and other media which have wide dissemination. A change to the fitness report directive (BuPers Instruction 1611.12A) is planned for issue in early fiscal year

1970. Amplifying comments concerning the inclusion of evaluative remarks on leadership ability in fitness reports will be incorporated in the change.

### Recommendation

*Provide tour continuation benefit for petty officers consisting of a guaranteed period of duty in present command (at the discretion of the commanding officer).*

### Status

This recommendation is being incorporated into the Toured Sea Duty concept that should be implemented by the end of 1971.

### Recommendation

*To improve the quality and image of personal service function:*

- *Include requirements for customer relations skills in service rating manuals and in the training in service rating schools.*

### Status

A large-scale research program, extending over the next nine or ten months, has begun to determine the need of the personal service ratings (personnelman, yeoman, disbursing clerk, ship's serviceman, hospital corpsman, dental technician, etc.) for customer relations skills.

This research program will examine the whole field of face-to-face skills, such as communications, information dissemination and gathering, customer relations and human relations.

Research will be conducted into the best ways to select and train men for competence in these skills.

The experience and practices of private industry





## 1969 CAREER MOTIVATION CONFERENCE

will be carefully reviewed in order to determine the most effective methods for the Navy.

Depending on the results of this research, appropriate changes may be made in training manuals, school curricula, selection criteria for men entering personal service ratings, methods of selecting and assigning instructors, and possibly in performance evaluations based on customer relations skills.

### **Recommendation**

*Redistribute Personal Service Rating Skill levels to provide an improved level of service, especially in small commands.*

### **Status**

The Personnel Management Improvement project is developing the detailed redistribution of billet levels. In the meantime, the detailing of CPO and above in PN, YN, DK and SH ratings has been assumed by the Chief of Naval Personnel and centralized detailing of all petty officers is planned for all PN, YN and DK. It is generally conceded that this centralized detailing will make the largest single contribution to improve skill distribution and, therefore, improved service.

### **Recommendation**

*Man independent duty personnel service billets with qualified petty officers.*

### **Status**

Research is now going on which is expected to develop billet criteria and qualification standards for new Personnelmen Navy Enlisted Classification (NEC) code. This new code number will be used to designate especially well qualified senior personnelmen as "Independent Duty Personnelmen." These men will be specially assigned, where possible, to small units where no trained personnel officer is assigned, thereby providing the essential high quality management required by modern personnel systems.

### **Recommendation**

*Expand Personnelman Class A School to 100 per cent of rating input.*

### **Status**

Commencing 1 Jul 69, all inputs to the PN rating will be via the Personnelman Class A School.

### **Recommendation**

*Work study personnel officer billets and all officer and enlisted billets in personnel service functions to improve the quality of personnel administration and personnel services. Streamline and modernize personnel administrative procedures and records and service*

*records to improve the effectiveness of personnel in administrative billets.*

### **Status**

Work study and billet validation is being performed as part of a special project of the Chief of Naval Personnel. Several specific tasks have been assigned to the Personnel Management Improvement project by CNP to develop necessary changes that may be required. Completion of these tasks is expected by about September 1970.

### **Recommendation**

*Establish Administrative Officer package course.*

### **Status**

The Bureau of Naval Personnel is looking into the development and establishment of a short officer package training course which will give newly assigned personnel officers a broad introduction to the manpower/personnel system.

### **Recommendation**

*Centralize the reporting-in and detaching functions at stations.*

### **Status**

OpNav Notice 5200 of 20 May 69 was issued to stress the need for commands to reduce to a minimum the number of separate offices at which personnel must present themselves when reporting or being detached. It stated that these requirements should be consolidated in a common office, and appropriate use should be made of such routing services as interoffice mail and guard mail to minimize the delays, inconveniences and tiresome waiting encountered in widely separated service points.

### **Recommendation**

*Incorporate parking criteria for support of Fleet Personnel in Facilities Planning Factors for Naval Shore Activities.*

### **Status**

Commander Naval Facilities Engineering Command will incorporate criteria for shipboard personnel parking in the next revision of *Facilities Planning Factors for Naval Shore Activities*. This revision should be made in early fiscal year 1970.

### **Recommendation**

*Eliminate unnecessary restrictions on use of recreation facilities which are irritants and tend to appear demeaning without being essential.*

### **Status**

Guidelines for operation of recreation facilities are being promulgated through the *Special Services Manual*, and advertised in other established media to insure that local regulations and hours of operation are

responsive to needs of Fleet personnel and are limited to those essential for orderly operation. More definitive guidelines on inspection of special services programs will be issued soon to provide for review of operating regulations for compliance with suggested practices.

### **Recommendation**

*Upgrade library services afloat and ashore.*

### **Status**

The Chief of Naval Personnel is attempting to establish library support services in new education and training centers to be established in Fleet home ports. Located at the Navy's major concentrations of manpower and ships, these centers will be staffed and stocked to permit fast and effective response to the library needs of ships and small shore activities. A survey of representative shipboard libraries is being made to develop information for use in getting funds to improve book collections and facilities. As an aid to planning for library support, the Chief of Naval Personnel is establishing guidelines for support of library book collections. These guidelines will aid commands in determining their annual need for new and replacement books. The guidelines will appear as a change to *Naval General Library Manual*.

### **Recommendation**

*Standardize Navy Federal Credit Union membership policies and practices to better serve the Navyman, including:*

- *Extend membership eligibility uniformly in all Navy-sponsored credit unions.*
- *Increase credit union responsiveness to Navyman.*
- *Include credit union operation as special interest inspection items and as command inspection items.*

### **Status**

A recently issued DOD Directive 1000.10, "Credit Unions Serving Department of Defense Personnel," places all credit unions in the DOD establishment under the same uniform set of rules. SecNav will issue a directive in the near future that will describe implementation of these new policies to improve services to the Navyman by credit unions in naval activities. As a result, full, responsive credit union service should become conveniently available to almost all Navyman.

### **Recommendation**

*Family Services Centers include in their information packets a brochure describing legal and medical services available to Navyman and their dependents in the area covered.*

### **Status**

The activity information brochures prepared and distributed by the 50 established Family Services Cen-



ters have been reviewed. The centers whose brochures didn't provide information on availability of medical and legal services have been directed to add this essential guidance to their information packets and to include it in basic brochures when revised.

### **Recommendation**

*Attempt to relate retention rates to shipboard habitability.*

### **Status**

A study is being conducted presently in BuPers to determine the relationship between retention rates and shipboard habitability.

### **Recommendation**

*Establish recruit selection criteria to improve retention.*

### **Status**

Research is now being conducted to develop enlisted selection criteria which will maximize the retention probability of those selected for naval service.

### **Recommendation**

*Update the Wardroom Manual for senior-junior communications.*

### **Status**

To create a better communication flow between junior and senior officers, the next revision of the *Wardroom Manual* will provide wardroom seating arrangements guidelines to encourage improved opportunities for senior and junior officers to enter into informal conversation.

### **Recommendation**

*Allow use of recreational facilities for scuba diving by Navyman.*

### **Status**

The *Special Services Manual* is being clarified to show that the prohibition on use of recreation funds for scuba diving applies only to procurement, maintenance, and recharging of self-contained underwater breathing apparatus. The use of recreational facilities for recreational pursuit of scuba diving, when proper equipment and trained personnel are made available and for the purpose of promoting inservice procurement for UDT/SEAL programs is a proper use of recreation facilities.

## 52,000 Navymen Advance in August Exams

**M**ORE THAN 52,000 Navymen are being advanced in rate as a result of the August examinations.

The total to be advanced included more than 1600 new chief petty officers. About 5000 men advanced to PO1; 20,000 to PO2; and 26,000 to PO3.

The recent personnel cutbacks, reported in the October issue of *ALL HANDS*, did not appreciably affect the number of advancements to 2nd and 3rd class, since vacancies were created in those grades as non-career men were released early.

Fewer CPOs and PO1s have been released as a result of recent personnel cutbacks, so there were not as many advancements to chief and 1st class as had been intended. But the Navy expects to be able to raise master and senior chief petty officer strength as more billets requiring their professional experience and technical proficiency are identified.

Advancements to master chief normally start a chain reaction down the line, resulting in advancements in every petty officer grade. Fiscal year 1971 advancement prospects, especially in the career petty officer grades, are encouraging and are expected to show significant improvement over fiscal year 1970.

To meet the high requirement for POs in the last three years, several special procedures were adopted for faster advancement of qualified candidates—waivers of time in rate for advancement to PO2 and PO3, administration of quarterly exams for PO3, and changes in advancement increments.

Now, because of decreased requirements, resulting from the personnel cutbacks, such measures are not necessary. The decrease in petty officer requirements will permit the Navy to concentrate on improving the experience level among petty officers. Accordingly,

waivers of time in grade will not be given to PO3s who take the February 1970 exam for 2nd class, nor to men in pay grade E-3 who go up for PO3 after the February test.

Quarterly PO3 exams have been discontinued after the November 1969 test. From now on, tests for 3rd class will be given twice a year, in February and August, as for other grades.

Advancements from the February 1970 exam will be in six increments, on the first of each month (rather than the 16th as previously) from May to October. From the August 1970 test, advancements will be made on the first of each month from November through April.

Time in rate for advancement purposes will be computed to 1 May for the February test, and 1 November for the August exam.

In summary, although the Navy could not advance as many career personnel as originally intended from the August examinations, prospects are brighter for the February 1970 examinations, and advancement opportunity appears to be on the upswing.

### You Will Find Revised BuPers Manual Completely New in Style and Format

The new, improved *Bureau of Naval Personnel Manual* (NavPers 15791B) has been distributed to the Fleet.

The new manual has been completely overhauled in style and format. An entirely different article numbering system is used. Many articles in the old manual have been divided or combined in the new book.

The entire manual was rewritten in simpler, clearer



**NEARLY TWO CENTURIES OF SERVICE**—The total active service of two master and eight senior chief petty officers assigned to Naval Air Technical Training Center, NAS Memphis, adds up to 183 years. Promoted earlier this year to their present grades, the chiefs are, left to right: AWCN Raymond H. W. Scott, BMCN Albert J. Whipple, AXCS Finis W. McComas, ADCS Marshall C. Jones, AMCS Drannon W. Vines, AZCS Ralph L. Clark, ATCS Kenneth A. Reeves, AWCS Henry W. Landin, ADCS George E. Smith, and ADCS Clifford J. Krug.

language, and set in easy-to-read type.

Now, for the first time, you may buy a personal copy if you want one. And in the works, due for publication next summer, is a correspondence course on how to use the manual.

No matter how well you knew the old manual, you'll have to do some studying to become familiar with the new reorganized edition. The extensive index and table of contents will help.

The old letter-and-number designations of articles (such as C-10304) have been dropped in favor of an all-number system. Portions of the old manual that are contained in other publications have been deleted from the new book; those that remain are rearranged.

Changes will be published quarterly, beginning in January 1970, to keep the manual up to date. In addition, many future BuPers Instructions will be incorporated into the manual, to help reduce the number of references required for personnel work.

If you find grammatical, typographical or format errors in the new manual, you may notify the Chief of Naval Personnel (Pers-A212), Navy Department, Washington, D. C. 20370, using official franked envelopes. The errors will be corrected in later changes of the manual.

Personal copies may be bought from the Superintendent of Documents, U. S. Government Printing Office, Washington, D. C. 20402. The manual is priced at \$8.50 for domestic mailing and \$10.50 for foreign mailing. The cost includes quarterly changes to the manual.

### **South Dakota Is the Seventh State to Enact a Bonus Law for Vietnam Veterans**

Here's good news from home for residents of South Dakota: The state legislature has voted to pay a bonus of up to \$500 to eligible residents who serve in the Armed Forces during the Vietnam conflict.

South Dakota thus becomes the seventh state to enact a Vietnam bonus law. (A summary of the others appears later in this report.)

To be eligible for the South Dakota bonus, you must have resided in the state for at least six months before entering the Armed Forces, and must have served 90 days or more during either of two periods:

- 5 Aug 1964 to some undetermined future date.

- 1 Jul 1958 to 4 Aug 1964. However, for service during this period, you must have been eligible for the Armed Forces Expeditionary Medal (Vietnam service).

Members of the Reserve and National Guard who perform active duty for training are not eligible for the bonus unless called for further active duty, in which case the active duty for training may be counted.

The amount of the bonus can range from \$30 (for 90 days of eligible service) to \$500 (the maximum bonus allowed), as follows:

*If eligible for the Armed Forces Expeditionary Medal or Vietnam Service Medal* — \$20 per month for each month actually served in the Vietnam area, to a maximum bonus of \$500.

*For service not in the Vietnam area* — \$10 per month to a maximum of \$360.

You may receive the bonus while in the service or after separation or discharge under honorable conditions. If otherwise eligible and you die after the effective date of the law, the bonus may be paid to your surviving dependents in the following order: Wife; children; mother; father; foster mother; foster father.

Application procedures for the South Dakota bonus were incomplete at this writing. For details on payment, contact your local (South Dakota) County Veterans Service Office.

### **Earlier State Bonuses**

Now, here's a summary of other state bonus laws. For a comprehensive report, including application procedures, see *ALL HANDS*, April 1969.

- Connecticut requires no Vietnam service, as such, for bonus eligibility. You must have been domiciled in the state on 1 Oct 1967 and for at least one year before entering the service. If you serve on active duty for at least 90 days after 1 Jan 1964, you are entitled to \$10 for each month of service up to a maximum bonus of \$300. If you remain on active duty, you must wait before filing until you are eligible for the \$300 maximum.

- Delaware requires honorable service in Vietnam for at least 90 consecutive days between 5 Aug 1964 and a future undetermined date. You must have been a resident of the state for at least 12 months immediately before entering the service. Payments are \$15 for each month of service in the United States to a maximum of \$225, and \$20 per month for service outside the U. S. to a maximum of \$300. Total payment to any individual is not to exceed \$300.

- Illinois provides a \$100 bonus to veterans who serve on active duty after 1 Jan 1961 and receive the Vietnam Service Medal. The state also pays a \$1000 death benefit to the beneficiary of a serviceman who is killed in Vietnam or who dies from Vietnam service-connected causes. To be eligible for either, you must have resided in Illinois for at least 12 months before entering the service.

- Louisiana pays a \$250 bonus to residents who serve on active duty in the Vietnam area between 1 Jul 1958 and a future undetermined date. However, the bonus will not actually be paid until the Vietnam campaign ends. A \$1000 death benefit is paid to survivors of servicemen who die from injuries, wounds, or disease contracted in Vietnam.

- Massachusetts requires at least six months of service after 1 Jul 1958. You must have been domiciled in the state for at least six months immediately before entering the service. Career servicemen must have had Massachusetts domicile for at least six months before 1 Jul 1958. Payments are \$200 for service other than in Vietnam and \$300 for service in Vietnam. Survivors of servicemen who die on active duty may receive \$300; survivors of servicemen who die after release from active duty are paid \$200.

- Pennsylvania authorizes \$25 per month for each month served in Vietnam, to a maximum of \$750. To be eligible, you must be a Pennsylvania resident who was awarded the Vietnam Service Medal and honorably separated from active duty.

## bulletin board

### Opportunities in AX Careers Plentiful Despite Establishment of AW Rating

No matter what your friends in ASW may have told you, the AX rating is alive and well.

Institution of the AW rating hasn't killed the AX specialty; in fact, it has allowed AXs to spend more time in their specialty and less in unrelated duties.

The two ratings complement each other. The Aviation Antisubmarine Warfare Technician (AX) is primarily a maintenanceman for ASW equipment, while the Aviation Antisubmarine Warfare Operator (AW) operates the equipment in flight.

Establishment of the AW rating last year did, however, reduce the number of AXs needed in the Navy, by changing most ASW aircrew billets from AX and other maintenance ratings to AW.

It had become apparent that aircrew AXs, like other technicians, could not be fully effective as either sensor operators or maintenancemen if they had to divide their time between the two types of duty.



So the AW rating was conceived to allow operators to specialize in operation, and technicians in maintenance—with the hope that the work of both would improve, and that fewer men in both areas would be needed to perform the mission. The idea of the planners in BuPers was that one good technician working full-time in his specialty would be more effective than several trying to work part-time in maintenance while putting in a demanding flight schedule.

However, this division of duty doesn't rule out aircrew billets for AXs. The difference is that the AXs who fly are working in maintenance of equipment, rather than operation.

Unfortunately, the sudden decrease in the number of AX billets with establishment of the AW rating has caused AXs to lose pro pay. But it's unavoidable. By law, no rating which is manned above a certain level can be eligible for pro pay, because the special



pay is intended to attract people to skilled ratings which are undermanned.

If an AX finds that the numbers shift has caused him problems, the solution endorsed by BuPers is for him to change his rating—to AW if he has concentrated on operation of airborne sensors, or to AT or AQ if he has remained primarily in maintenance work. (Many AXs can go to AT without changing NECs.)

All three of these AX-related ratings are in short supply—and are drawing pro pay. At present, no more lateral conversions, which required only a letter to BuPers, are being made; but the normal procedures for changing rating by taking the advancement exam for the new rate are still available.

But if he wants to stay in his rating, that's fine too. The AX rating is still around, and will continue to be in the foreseeable future. And AX pro pay may return, if the demand rises to match the supply.

### Family Deferment Policy Is Revised To Extend Exemptions Indefinitely

A revised family deferment policy is the subject of BuPers Inst. 1300.38A. This directive makes it clear that assignments to Vietnam or other designated hostile fire zones should be shared as equitably as possible by all Navymen. But:

- If a serviceman is killed or dies from injuries or disease as a result of Vietnam service, or service in another area designated as a hostile fire zone as of 23 Jun 1969, a surviving family member will, upon request, be indefinitely exempt from serving in Vietnam or other hostile fire zone (designated as of 23 Jun 1969). (There previously was only a 12-month deferment from serving in Vietnam based on the death of another family member.) If the surviving family member already is serving in Vietnam or other hostile fire zone, he will be reassigned upon request.

- If one member of the Armed Forces is serving with a military unit in Vietnam, another serviceman from the same family, upon written request, will be deferred from serving in Vietnam until the first family member completes his tour.

- Upon request, a Navyman is deferred from serving in Vietnam during a period in which another member of his family is in a captured or missing status incident to service in Vietnam or other designated hostile fire zone.

- No one under age 18 may be assigned to duty considered "serving in Vietnam" (see definition below), or to other designated hostile fire zones, but may be assigned to sea duty or to duty in other overseas areas.

- Those who qualify as sole surviving sons (as defined in BuPers Inst. 1300.35 series), who have re-

quested noncombat duty or have not waived a request submitted by a parent, may not be assigned to duty in Vietnam.

"Serving in Vietnam" includes assignment to a military unit located within the geographic boundaries of the Republic of Vietnam, or to a nonrotating naval unit operating inshore and based in the Republic of Vietnam as identified in OpNav Inst. 4600.16 series. Also, airmen who serve ashore or afloat in Southeast Asia and are normally engaged in flying combat missions are considered to be serving in Vietnam.

"Members of the same family" are defined to include husband, wife, father, mother, son, daughter, sister, brother, half-sister, half-brother, stepbrother, stepsister and a brother or sister by adoption.

It is noted that family deferments are not authorized in cases of temporary duty for less than 30 days.

# What Do You Know ABOUT ADCOP?

**T**HIS YEAR, 300 Navyman, the largest number of applicants ever selected for the Associate Degree Completion Program (ADCOP), are slated to attend college full time—at government expense—in Texas, Florida and California.

Prospects look equally good, if not better, for next year's applicants. Perhaps you can be among them, providing you meet certain basic requirements and are strongly motivated toward making the Navy your career. That, after all, is the basis of ADCOP—an incentive program for career petty officers, offering them the opportunity to pursue a course of instruction in junior college which leads to an associate of science or an associate of arts degree in various vocational and technical fields.

The deadline for submitting applications for next year's admissions is 31 December, which doesn't give you a whole lot of time, considering that you must obtain transcripts from high schools and colleges attended which must accompany your application.

For step-by-step details on how to apply for ADCOP, refer to BuPers Inst 1510.107A, dated 29 Aug 1969. Meanwhile, if you meet the following basic eligibility requirements, consider yourself a prospective candidate.

To begin with, you must be a U. S. citizen under 39 years of age and a petty officer 2nd class or higher in the Regular Navy, serving in your second or subsequent USN enlistment. More specifically, you must have completed at least five years of continuous active naval service as of 1 September of the year in which your attendance at an ADCOP college would commence.

There's a chance you may not qualify for ADCOP if, on that same 1 September, you still have a service obligation which was contracted under the terms of a prior enlistment incentive to attend certain other for-

mal training, such as STAR, SCORE or Nuclear Power Training.

All in all, the ADCOP requirements allow for a wide range of backgrounds from the standpoint of education and experience. For example, on the education side of the scale, you must meet just one of the following:



- Be a high school graduate; or
- Show evidence of having completed three years of actual attendance at a high school and possess a GED equivalency certificate or diploma issued by a state department of education or an authorized high school. The average score for all of the test areas must be in the upper 50th percentile; or
- Show evidence of having completed—with no less than a C grade—three units of high school English, two units of high school mathematics (including alge-

## bulletin board

bra and geometry), and six semester hours of college level work in English or mathematics (or a combination of the two). In addition, you must possess a GED certificate or diploma with test scores equal to those mentioned above.

On the experience side of the scales, you are expected to have achieved one of the following ADCOP requirements:

- Be a graduate of Navy Class "A" and "B" Schools; or
- Have at least 12 transferable college credits from a regionally accredited institution or through such accredited programs as PACE, USAFI, Tuition Aid, etc.; or
- Have a combination of Navy Class "A," "B" or "C" Schools totaling at least 24 weeks of classroom training; or
- Be a graduate of a Navy Class "A" School or a Class "B" School and have in addition at least six transferable college credits; or
- If you are in a rating which offers no "A" or "B" Schools, but have passed the general examinations of the College Level Examination Program (CLEP) with an average score for all the test areas in the upper 50th percentile and have at least six transferable college credits from a regionally accredited institution.

### Three Hundred Enlisted Men Selected for ADCOP This Year

The FY 1970 ADCOP class—which began this fall—consists of 300 students selected from a field of 1900 applicants. This is a substantial increase, considering that in the program started in 1966 only 75 Navymen were selected as ADCOP students. That number was increased to 120 men in FY '69 and it is planned that future class sizes will be gradually increased.

If you wonder how you might stack up against the average ADCOP applicant, try matching the statistics listed below compiled from the applications of the 300 individuals selected to commence their junior college studies this year. First, this breakdown of students by rate:

Master Chief Petty Officer .....	2
Senior Chief Petty Officer .....	16
Chief Petty Officer .....	92
Petty Officer 1st Class .....	183
Petty Officer 2nd Class .....	7

#### Average Statistics

Enlisted Performance Evaluation Mark .....	3.84
Number of College Credits Earned Through USAFI or Outside Study .....	9.6
Number of Navy Correspondence Courses Completed .....	9.2
Length of Service Years .....	9.8
Age .....	29

To date, 127 Navymen have received associate degrees through ADCOP. Thirty per cent graduated as honor students while, over-all, the ADCOP student has maintained a B grade average.

tution. This particular alternative is not available for those ratings that have either an "A" or "B" School.

The balance of the eligibility requirements rests mainly in the areas of past performance, age and future service obligation.

Your Navy record should show no conviction by summary, special or general court-martial, conviction by a civil court for any offense other than minor traffic violations, or more than two nonjudicial punishments during the two years before you make application for ADCOP. This record, by the way, must be maintained throughout your period of application and while at the junior college.

The age requirement states that you may not be older than 39 years of age as of 1 September of the year in which your attendance at the ADCOP college would commence, but there is no minimum age requirement.

Now to the matter of obligated service.

Since ADCOP is essentially a career motivating program applied for by individuals planning to make the Navy their life, the matter of obligating one's self for six years should simply be looked upon as another milestone in your Navy career. This obligated service, which would commence from 1 September or 1 February (depending upon the convening date of the class to which assigned), is something that you are expected to incur in exchange for the opportunity to pursue an associate degree.

There is no relationship between the amount of obligated service required—six years—and the number of months actually spent as an ADCOP student. Junior college studies usually cover two years' time, but since you may already have certain college credits, you may not be expected to attend the entire two-year course. Furthermore, you will be attending classes year-round, summers included.

However, the time spent attending the junior college during the first year to two years will be credited toward the six-year obligation. In cases where an individual may become eligible for transfer to the Fleet Reserve during the six years in which he obligated himself for ADCOP studies, he will still remain on active duty for the full six-year period. On the other hand, should you be disenrolled from the ADCOP program while attending the junior college, you will be required to serve all or part of any extension agreement entered into according to Article 1050300 of *BuPers Manual*.

Applications for next year's associate degree program must be forwarded via your commanding officer to the Chief of Naval Personnel (Pers-B2211) to arrive no later than 31 December. The format to be used is contained in BuPers Inst 1510.107A of 29 Aug 1969.

Time, therefore, should be your primary concern at present, because you must obtain and include as enclosures to your application the following:

- Certified transcript of high school grades, or a copy of the high school equivalency certificate issued

by the state or local school board in addition to the partial high school transcript. All transcripts must bear the certification or seal of the school concerned.

- Certified transcripts of college level courses as well as any other documentation of advanced academic achievement. If you are now taking advanced courses, you are encouraged to mail updated transcripts or certification showing satisfactory completion of these courses to the Bureau (Pers-B2211) after the submission of your application, provided they can be obtained in time to arrive in BuPers before 1 March.

- Certified copy of your Enlisted Performance Record (a page 9) showing marks for the last eight semi-annual performance evaluations. If eight evaluations cannot be shown, a copy of a Page 13 entry showing performance marks at reenlistment should be attached.

Make every attempt to provide all necessary information, because incomplete applications will be returned for resubmission which could result in your application being received too late for consideration by the ADCOP Selection Board. The Bureau will notify you by postcard that your application has been received and placed in the mill. From then on, it's up to the merits of your record and the selection board.

The ADCOP board will convene in March to consider those applicants for entrance into the program during the coming year. Selection is based entirely upon information contained in your application and duplicate service record maintained by the Bureau.

Since ADCOP is specifically intended as an enhancement toward the petty officer career, anyone selected for appointment to warrant or commissioned officer status before commencing the course of instruction at junior college will be dropped from ADCOP.

Personal notification of your selection will come from the Chief of Naval Personnel in a letter that will also provide information concerning reporting dates and Navy contact points at the college you will

attend. Before being transferred to school you will either reenlist or extend your enlistment to cover the six-year obligated service requirement.

While an ADCOP student, you will receive full pay and allowances for shore duty, except proficiency pay; be permitted to compete for advancement in rating and, in all other ways, be accorded the same treatment as your civilian counterpart, including wearing civilian attire to class. And, though you may be under military control of a local Navy activity, you nevertheless will be assigned no military duties.

As mentioned earlier, all required educational expenses will be paid by the Navy. However, housing and subsistence costs will be borne by yourself from your pay and allowances. College housing may be available to you as an ADCOP student as provided for by each college's policy for student housing. It might be wise to prepare to live off campus, just the same, but within the geographical district served by the junior college you're attending.

Every ADCOP selectee is offered an opportunity to select the college of his choice, but final admission will depend upon appropriate course of study, the student's present location, the number of available spaces for Navy students in each college, and the number of petty officers who list each college as their preference. The colleges presently participating are: Del Mar College, Corpus Christi, Tex.; Pensacola Junior College, Pensacola, Fla.; Palomar College, San Marcos, Calif.; and Grossmont College, El Cajon, Calif.

As a graduate of an ADCOP junior college, you will be assigned to duties which are consistent with past duty assignments and previous training. And for planning purposes, you might like to know that time spent in ADCOP is considered neutral time for sea-shore rotation, so if you were eligible for Seavey when you enrolled in ADCOP, you will maintain your Seavey eligibility upon graduation.

## Sargasso Sea Has Islands of Weeds

If you can use 20 million tons of sargassum weed, it's available for the taking in the central Atlantic. That's the amount estimated to be floating around in that big, oval-shaped area called the Sargasso Sea.

The Sea derived its name from Portuguese navigators who thought the weed's berries resembled grapes (sarga).

Columbus is credited with discovering the Sargasso Sea, although there is reason to believe that mariners knew of its existence before the beginning of the Christian era.

To Columbus and his men in their small boats, the island-like masses of yellow-brown weeds must indeed have seemed formidable. They were blamed by Columbus for slowing his progress.

There are several theories concerning the reason for the Sea's existence. One contends that the Atlantic waters form a kind of hollow space in the middle of the ocean area.

Another theory holds the Sea to be the vortex of a great eddy caused by the Trade Winds and the Gulf Stream.

Still others say the Sargasso Sea is a raised surface with ocean currents all around it. The current theory holds that, in the northern hemisphere, Coriolis Force displaces lighter (less dense) water to the right of currents.

By way of explanation, a Coriolis Force is an apparent force on moving particles, including currents, resulting from the earth's

rotation. The force causes the moving particles to be deflected to the right of motion in the Northern Hemisphere and to the left in the Southern Hemisphere.

Since the Sargasso Sea is surrounded by clockwise currents, the higher water is piled up to become the Sargasso Gyre (a "closed circulatory system" which is larger than a whirlpool or an eddy).

Although the Sea's origin is in doubt, its existence is very real and its water is distinct from the ocean water surrounding it. Sargasso Sea water is very transparent because it lacks continental sediments. It is also more saline because of high evaporation and the loss of moisture to the Trade Winds which remove the moisture from this area.

Since the circulatory system of the Sargasso Sea is relatively close, larval forms rarely get into the area from local currents. The Sea also has a high pressure force and any weakening of the surrounding currents allows water out of the area. Both of these factors tend to keep the area biologically bare of plankton.

Today, science has stripped the Sargasso Sea of the mystery attached to it in less enlightened ages. Even Columbus' crew, if they viewed the Sea from a modern vessel, wouldn't be so impressed by the great clumps of weeds which sometimes form long streamers to be blown by the wind out of the Sea to drift northward in the Gulf Stream.

## bulletin board

### Medical Correspondence Courses

Navy Medical Department personnel may now enroll in three revised correspondence courses titled *Treatment of Chemical Warfare Casualties*, *Insect and Rodent Control*, and *Navy Preventive Medicine*.

*Treatment of Chemical Warfare Casualties*, NavPers 10765-A, concerns the classification, description, physiological and psychological effects of chemical agents which may be encountered in military operations. Principles of defense, self-aid, and the treatment of casualties as well as methods of detecting and han-

*Naval Preventive Medicine* (NavPers 10703-A) stresses the preservation of health and the maximum effectiveness on the individual by providing in detail the official methods of dealing with public health problems, such as environmental sanitation, food and water sanitation, garbage and refuse disposal, insect and rodent control, and ventilation. The *Manual of Naval Preventive Medicine* (NavMed P-5010), Chapters 1-11, is the text for the course.

Requests for enrollment should be forwarded via official channels on NavPers Form 1550/4 to: CO, Naval Medical School, Bethesda, Md., 20014. Attn.: Correspondence Courses Division.



dling contaminated clothing, equipment, food, and water are contained in the accompanying text: *Treatment of Chemical Agent Casualties*, NavMed P-5041. The course is made up of three assignments.

*Insect and Rodent Control* (NavPers 10705-B), which contains six assignments, is designed to present practical instruction in the control of insects, rodents and other pests which can affect military operations by endangering the health and morale of personnel, and by destroying materials and supplies at military installations. The course text book is titled: *Military Entomology Operational Handbook* (NavDocks MO-310) (Army TM 5-632 and Air Force AFM 85-7).

### List of New Motion Pictures Currently Available to Ships and Overseas Bases

Here's a list of recently released 16-mm feature motion pictures available to ships and overseas bases from the Navy Motion Picture Service.

Movies in color are designated by (C) and those in wide-screen processes by (WS).

*A Fine Pair* (C): Drama; Rock Hudson, Claudia Cardinale.

*Fraulein Doktor* (C): Drama; Suzy Kendall, Kenneth More.

*The Assassination Bureau* (C): Comedy; Oliver Reed, Diana Rigg.

*Hate for Hate* (C): Western; Antonio Sabato, John Ireland.

*God Forgives, I Don't* (WS) (C): Crime Drama; Terence Hill, Frank Wolff.

*Hannibal Brooks* (C): War Comedy; Oliver Reed, Michael J. Pollard.

### New Electronics Course Available

A course designed to promote standard electronics maintenance procedures is available from the Correspondence Course Center.

The new enlisted course is *Electronic Test Methods and Practices* (NavPers 91229). It is administered only through the Correspondence Course Center, Scotia, N. Y., upon submission of a course enrollment application form (NavPers 1550/4).

Applicants should note that the new course is based on Excerpts from the EIMB Test Methods and Practices (NavPers 10014).

*Where's Jack* (C): Drama; Tommy Steele, Stanley Baker.

*The Last Shot You Heard*: Suspense Drama; Hugh Marlowe, Zena Walker.

*Daddy's Gone A-Hunting* (C): Suspense Drama; Carol White, Scott Hylands.

*If It's Tuesday, This Must Be Belgium* (C): Comedy; Suzanne Pleshette, Ian McShane.

*Companions in Nightmare* (C): Drama; Gig Young, Anne Baxter.

*Fear No Evil* (C): Drama; Louis Jourdan, Carroll O'Connor.

*Winning* (WS) (C): Drama; Paul Newman, Joanne Woodward.

*The Trap* (WS) (C): Drama; Rita Tushingham, Oliver Reed.

*This Savage Land* (C): Historical Drama; Barry Sullivan, Kathryn Hays.

*Smith* (C): Comedy Drama; Glenn Ford, Nancy Olson.

## Volume IV of DANFS Offers Rich Browsing Ground for History Buffs

If you're a naval history buff, you'll be glad to know that Volume IV of the *Dictionary of American Naval Fighting Ships* will be available late this year.

The first four volumes of the projected 10-volume work, published by the Naval History Division of the Office of the Chief of Naval Operations, contain historical sketches on 5700 of the 14,000 ships in the Continental and U. S. Navies—all the ships whose names begin with the letters A through M.

Appendices give tabulated information on major ship types since the 1880s, Confederate ships, ships-of-the-line, and other salty lore. With the alphabetized ships' histories, these reference aids make the *Dictionary* an important addition to any ship or station library.

Volume I (Superintendent of Documents Catalog No. D207.10:1, \$3.00) includes historical sketches of ships whose names begin with A or B. Its appendices contain tabulated information on U. S. battleships, cruisers, destroyer types, submarines, submarine tenders and rescue ships.

Volume II (Catalog No. D207.10:2, \$4.25) contains ship histories from C through F. Appendices cover aircraft carriers and escort carriers, and include a special section listing ships of the Confederacy. (Volumes I and II are now temporarily out of print.)

Volume III (Catalog No. D207.10:3, \$6.00) covers ships with names beginning with G through K. An appendix gives addenda to the ship type appendices of the first two volumes, describing ships built since publication of the previous lists—including SSNs and SSBNs, with a description of the *Polaris* program. Other appendices discuss Civil War naval ordnance, historic Navy ships on display, collections of relics of former ships, and the Navy's monitors in the last half of the 19th century.

**T**HE NEWLY PUBLISHED Volume IV (Catalog No. D207.10:4, \$7.00) includes historical sketches on ships with names beginning with L and M. Appendices provide statistics on amphibious ships, aviation auxiliaries, destroyer tenders and ships-of-the-line. A special section gives a complete listing of ship types—their evolution, function, value and significance.

Volumes may be ordered from the Superintendent of Documents, Government Printing Office, Washington, D. C. 20402. You may send a check or money order for the amount indicated and specify the Superintendent of Documents catalog number given above.

Future volumes planned are V-VII, to complete the alphabetical listing of ships; VIII, unnamed ships; IX, index, references, errata and new ships; and X, consolidated listing by ship type.

Among dozens of subjects being considered for publication as appendices to future volumes are: aircraft, astronauts and space recovery, Coast Guard ships, the Cuban blockade, drydocks, history of the Navy, missile ship development, presidential yachts, sea phenomena, shipyards and bases, Navy uniforms, and weapons development.

## Chinese-Made Imports Admitted Into United States—Within Limits

You won't need a certificate of origin any more to bring Chinese-made goods into the U. S.

Formerly, American servicemen and civilians were required to obtain certificates for Chinese or "Chinese-type" articles before the goods could be brought into the States. Articles made in communist China were banned.

Now Americans may buy and bring home any Chinese goods, with only the following restrictions, according to a recent change in the Treasury Department's Foreign Assets Control Regulations:

- Not more than \$100 worth of such goods may be bought and imported into the U. S. by one person in any one month.

- The goods must be for personal use or for gifts, in "noncommercial quantities," and not for resale.

- They must have been paid for with foreign currency or traveler's checks.

- They must be imported as accompanied baggage.

The new regulation affects only Chinese goods. Buying or importing goods made in North Korea, North Vietnam, or Cuba is still prohibited.

## Educational Guides Available

As a Navyman, you have many opportunities to continue your education — if you know what schooling you want and how to get it.

The Navy wants to help. It provides the means for all enlisted men to gain at least a high school diploma or the equivalent; for career men to receive an associate degree; and for officers to earn a bachelor's degree or to do graduate work.

Now, to help you to decide and to carry out your decision, the Navy has developed a series of 67 educational guides, one for each enlisted rating.

The pamphlets provide a wealth of information on how to achieve an educational goal once you've decided on it. Each guide contains:

- Definitions of common educational terms;

- Discussions of credits, curricula and residence requirements;

- Information about opportunities and financial help for in-service education;

- A sample curriculum for an associate degree related to your rating;

- Information on college credits you may receive for Navy schools;

- Sample letters to colleges and universities;

- A summary of educational opportunities in the Navy.

Budget considerations prevented printing enough of the guides for individual distribution. However, a complete set of the guides has been sent to the Educational Services Office of every Navy unit.

If you're interested in continuing your education, consult the guides which will be available for reference purposes in your Educational Services Office.



# SHIPS AND UNITS

ships and units listed below during the period designated or any part of that period, are entitled to the award.

Eligibility may be established by documentary evidence in service records such as orders for officers and service record entries on pages 12 or 5 for enlisted men. When such records are not available, eligibility may be established by signing an affidavit, or Administrative Remarks, page 13, for enlisted personnel, similar to the following affidavit.









"I certify that I served on board the (name of ship

or unit) from (date) to (date). This affidavit is made to confirm my eligibility for the (name of unit award)."

*Note:* Those ships and units receiving the actual citation are indicated by asterisks. Those without asterisks were supporting units attached to the ship, squadron or activity specifically named for the award. If the dates of eligibility for supporting units differ from the dates the ship or unit has been cited, the dates of eligibility are listed.

Here's the list of the cited ships and squadrons:

### Navy Unit Commendation

- |  |   |
|--|---|
| * Bon Homme Richard (CVA 31)<br>(Second award)               |   |
| and Attack Carrier Air Wing 5<br>(CVW 5)                     |   |
| Attack Carrier Air Wing 5                                    |    |
| Attack Squadron 93   |   |
| Attack Squadron 94   |   |
| Attack Squadron 212  |   |
| Fighter Squadron 51  |   |
| Fighter Squadron 53  |   |
| Light Photographic Squadron 63,<br>Det 31                    |  |
| Airborne Early Warning<br>Squadron 111, Det 31               |   |
| Carrier Airborne Electronic War-<br>fare Squadron 13, Det 31 |   |
| Helicopter Combat Support Squad-<br>ron, Det 31              |  |
| Explosive Ordnance Disposal<br>Group Pacific Team 6          |  |
| Commander Carrier Division 7                                 | 1 Aug - 13 Sep 68   |
| * Enterprise (CVAN 65)(Second award)                         | 22 Feb - 26 Jun 68  |
| and Attack Carrier Air Wing 9                                |   |
| Attack Squadron 35   |  |
| Attack Squadron 56   |   |
| Attack Squadron 113  |   |
| Fighter Squadron 92  |   |
| Fighter Squadron 96  |   |
| Reconnaissance Attack Squadron 1                             |   |
| Airborne Early Warning<br>Squadron 112                       |  |
| Airborne Early Warning<br>Squadron 13, Det 65                |  |
| Naval Security Group (Det 483)                               |   |
| Commander Carrier Division 1                                 | 23 Apr - 26 Jun 68  |
| Commander Carrier Division 3                                 | 22 Feb - 18 Apr 68  |
| Heavy Attack Squadron 2, Det 65                              |   |
| Helicopter Utility Squadron 1,<br>Det 65                     |  |
| * Fleet Air Reconnaissance Squad-<br>ron 1 (Second award)    | 1 Dec 65 - 30 Nov 67  |
| * Heavy Photographic Squadron 61                             | 1 Jun 64 - 1 Jun 68   |

- |  |                       |
|--|-----------------------|
| • Naval Support Activity, Da Nang<br>(Second award)                      | 16 Aug 66 - 15 Dec 67 |
| Cargo Handling Battalion One,<br>Det Juliet                              | 15 - 25 Oct 65        |
| Construction Battalion Maintenance<br>Unit 301                           | 1 Jun - 15 Dec 67     |
| Naval Cargo Handling Battalion 2   | 15 Jun - 15 Dec 67    |
| Assault Craft Division 11  | 16 Aug 66 - 15 Dec 67 |
| Assault Craft Division 12  |                       |
| Assault Craft Division 13  |                       |
| Explosive Ordnance Disposal<br>Mobile Unit, Pacific Team 12              |                       |
| Explosive Ordnance Disposal<br>Mobile Unit, Pacific Team 15              |                       |
| Underwater Demolition Detach-<br>ment Delta Team 11                      |                       |
| Underwater Demolition Detach-<br>ment Delta Team 12                      |                       |
| Mine Division 12, Det 1  | 27 Nov - 15 Dec 67    |
| * Naval Support Activity, Saigon   | 16 Mar 66 - 1 Jan 68  |
| • Okinawa (LPH 3)  | 28 Apr - 31 Oct 67    |
| Embarked units:  |                       |
| Staff, ComPhibRon 9  | 28 Apr - 21 May 67    |
| Staff, ComPhibRon 5  | 22 May - 31 Oct 67    |
| Surgical and Casualty Evacuation<br>Team, Amphibious Ready<br>Group Alfa | 11 Jul - 31 Oct 67    |
| Tactical Air Control Squadron 13,<br>Detachment Alfa                     | 28 Apr - 26 May 67    |
| Tactical Air Control Squadron 11,<br>Detachment Alfa                     | 27 May - 31 Oct 67    |
| Beach Jumper Unit 1,<br>Detachment Foxtrot                               | 28 Apr - 31 Oct 67    |
| * Providence (CLG 6)   | 25 Nov 66 - 8 Nov 68  |
| • River Assault Flotilla 1,<br>consisting of                             |                       |
| River Assault Flotilla 1   | 19 Jun 67 - 16 Jan 68 |
| River Assault Squadron 9   | 19 Jun 67 - 16 Jan 68 |
| River Assault Division 91  | 19 Jun 67 - 16 Jan 68 |
| River Assault Division 92  | 19 Jun 67 - 16 Jan 68 |
| River Squadron 11  | 19 Jun 67 - 16 Jan 68 |
| River Division 111   | 19 Jun 67 - 16 Jan 68 |
| River Assault Division 112   | 19 Jun 67 - 16 Jan 68 |



Benewah (AFB 35) 19 Jun - 19 Dec 67  
12 - 16 Jan 68

Colleton (APB 36) 19 Jun 67 - 18 Dec 67

Askari (ARL 30) 19 Jun 67 - 16 Jan 68

APL 26 19 Jun 67 - 16 Jan 68

YTB 784 19 Jun 67 - 16 Jan 68

YTB 785 19 Jun 67 - 16 Jan 68

Kemper County (LST 854) 19 - 25 Jun 67

Vernon County (LST 1161) 19 Jun - 20 Aug 67

Whitfield County (LST 1169) 20 Aug - 29 Oct 67

Winchester County (LST 1167) 25 Oct 67 - 19 Jan 68

Riverine Survey Team 1 Jul 67 - 16 Jan 68

EOD Team 26 18 Sep 67 - 6 Jan 68

EOD Team 27 19 Jun 67 - 16 Jan 68

Harbor Clearance Unit, Team 4 24 Sep - 23 Oct 67

Harbor Clearance Unit, Detachment 3 7 - 29 Nov 67

5th Battalion, VNMC 10 Nov 66 - 30 Jan 68

• Jouett (DLG 29) 18 Feb - 29 Jun 68

Commander Destroyer Squadron 1

• Task Unit 76.8.3, consisting of: 10 Nov 66 - 30 Jan 68  
1 Mar - 30 Sep 68

Garrett County (LST 786)

Harnett County (LST 821)

Hunterdon County (LST 838)

Jennings County (LST 846)

• Ticonderoga (CVA 14) 28 Jan - 23 Jul 68  
(Second award)

and Attack Carrier Air Wing 19

Attack Squadron 23

Attack Squadron 92

Attack Squadron 95

Fighter Squadron 191

Fighter Squadron 194

Heavy Attack Squadron 4, Det 14

Light Photographic Squadron 63, Det 14

Airborne Early Warning Squadron 33, Det 14

Carrier Airborne Electronic Warfare Squadron 11, Det 14

Helicopter Combat Support Squadron 1, Det 14

Explosive Ordnance Disposal Group, Pacific, Det 14

CV Naval Security Group, Det 9

Commander Carrier Division 3 27 Jan - 21 Feb 68

Commander Carrier Division 1 16 - 29 Mar 68

Commander Carrier Division 7 21 Apr - 23 Jul 68

• Thirtieth Naval Construction Regiment 1 Sep 66 - 31 Jul 67

MCB 1, MCB 3, MCB 4,  
MCB 5, MCB 6, MCB 7,  
MCB 8, MCB 9, MCB 11,

MCB 40, MCB 58, MCB 62,  
MCB 71, MCB 74, MCB 133

\* U. S. Naval Hospital Yokosuka, Japan 1 Sep 65 - 1 Apr 69

\* Mobile Construction Battalion 10 7 May 65 - 7 Dec 65  
(dates adjusted) 17 May 66 - 29 Jan 67

\* Support Activity Da Nang (Second award) (dates extended) 16 Aug 66 - 15 May 69

Naval Cargo Handling Battalion 2 15 Jun 67 - 15 Dec 67

Assault Craft Division 11 16 Aug 66 - 15 Dec 67

Assault Craft Division 12 16 Aug 66 - 15 Dec 67

Assault Craft Division 13 16 Aug 66 - 15 Dec 67

Explosive Ordnance Disposal Mobile Unit, Pacific, Team 12 16 Aug 66 - 15 Dec 67

Explosive Ordnance Disposal Mobile Unit, Pacific, Team 15 16 Aug 66 - 15 Dec 67

Underwater Demolition Detachment Delta, Team 11 16 Aug 66 - 15 Dec 67

Cargo Handling Battalion 1, Det Juliet 15 Oct 65 - 25 Oct 65

Construction Battalion Maintenance Unit 301 1 Jun 67 - 15 Dec 67

Underwater Demolition Detachment Delta Team 12 Mine Division 12 (Det 1) 27 Nov 67 - 15 Dec 67

\* America (CVA 66) and Attack Carrier Air Wing 6 12 May 68 - 20 Nov 68

Heavy Attack Squadron 10, Det 66

Helicopter Combat Squadron 2, Tactical Electronic Warfare Squadron 130, Det 66

#### Meritorious Unit Commendation

\* Annapolis (AGMR 1) 9 Jan 67 - 29 Jan 68

\* Bennington (CVS 20) and Carrier Antisubmarine Air Group 59, consisting of: 21 Jun - 27 Oct 68

Antisubmarine Air Group 53

Air Antisubmarine Squadron 53

Air Antisubmarine Squadron 38

Helicopter Antisubmarine Squadron 8

Carrier Airborne Early Warning Squadron (Det 20)

\* Canberra (CAG 2) (First award) 9 Feb - 8 Jun 66  
11 Oct 66 - 16 May 67

Staff, Commander Destroyer Squadron 20 8 - 22 Dec 66

\* Canberra (CAG 2) (Second award) 17 Oct 67 - 19 Apr 68

Staff, Commander Destroyer Division 172 23 Oct - 5 Nov 67

Staff, Commander Destroyer Division 152 12 Mar - 10 Apr 68

\* Chicago (CG 11) Jun - Dec 66  
Oct 67 - May 68

\* Coastal Surveillance Centers and Staff of the Coastal Surveillance Force (Task Force 115) 1 Jan - 31 Dec 67

\* Cochrane (DDG 21) 19 Feb - 13 Aug 68

\* Destroyer Squadron 16 8 Mar - 20 Aug 67

Bigelow (DD 942)

Allen M. Sumner (DD 692)

Ault (DD 698)

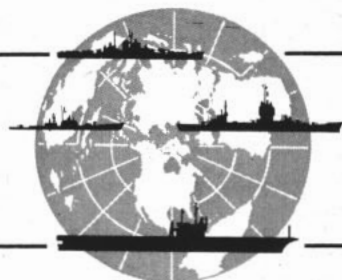
McCaffery (DD 860)

Charles R. Ware (DD 865)

Forrest Royal (DD 872)

Dahlgren (DLG 12)			
Barney (DDG 6)			
* Edson (DD 946) (First award)	26 Feb - 5 Jul 67		
* Edson (DD 946) (Second award)	2 May - 16 Aug 68		
* Halsey (DLG 23)	3 - 26 Feb 68		
	23 Mar - 17 Apr 68		
	18 May - 3 Jun 68		
Commander and Staff, Destroyer Squadron (SAR/AAW Commander, Tonkin Gulf)			
Helicopter Combat Support Squadron 7, Det 105	3 - 26 Feb 68		
Helicopter Combat Support Squadron 7, Det 109	23 Mar - 17 Apr 68		
Helicopter Combat Support Squadron 7, Det 108	18 May - 3 Jun 68		
* Hancock (CVA 19) and Attack Carrier Air Wing 5	20 Jan - 14 Jul 67		
Attack Squadron 93			
Attack Squadron 94			
Attack Squadron 115			
Fighter Squadron 51			
Fighter Squadron 53			
Heavy Photographic Squadron 4, Det B			
Light Photographic Squadron 63, Det B			
Carrier Airborne Early Warning Squadron 111, Det 19			
* Helicopter Training Squadron 8	1 Jul 67 - 1 Jul 68		
* Hull (DD 945)	1 Feb - 6 Jul 68		
* Jerome County (LST 848)	29 Nov 67 - 1 Jun 68		
* Landing Ship Squadron 3	1 Jul 66 - 31 Mar 68		
Blanco County (LST 344)			
Bulloch County (LST 509)			
Caroline County (LST 525)			
Clarke County (LST 601)			
Coconino County (LST 603)			
Hampshire County (LST 819)			
Tredell County (LST 839)			
Litchfield County (LST 901)			
Meeker County (LST 980)			
Park County (LST 1077)			
Pitkin County (LST 1082)			
Sedgwick County (LST 1123)			
Sutter County (LST 1150)			
* Landing Ship Squadron 9	1 Aug 65 - 31 Mar 68		
Terrell County (LST 1157)			
Tom Green County (LST 1159)			
Vernon County (LST 1161)			
Washoe County (LST 1165)			
Washtenaw County (LST 1166)			
Westchester County (LST 1167)			
Whitfield County (LST 1169)			
Windham County (LST 1170)			
* Manley (DD 940)	2 Dec 67 - 13 May 68		
* Mine Division 72	11 Nov 66 - 6 May 67		
Firm (MSO 444)			
Embattle (MSO 434)			
Force (MSO 445)			
Prime (MSO 466)			
Reaper (MSO 647)			
* Mispillion (AO 105)	14 Apr - 16 Nov 67		
* Mount McKinley (AGC 7)	30 Jul 67 - 21 Feb 68		
* Naval Administrative Unit, Washington, D. C.	1 Jun - 1 Dec 68		
* Naval Advisory Group, Vietnam	31 Jan - 1 Mar 68		
* Naval Air Station, Cubi Point, Republic of the Philippines	1 Aug 65 - 30 Apr 68		
* Naval Audit Service			31 Mar 67 - 31 Oct 68
* Naval Inshore Operations Training Center, Mare Island			22 Aug 66 - 1 Jun 68
* Passumpsic (AO 107)			27 Nov 67 - 23 Jun 68
* Petrel (ASR 14)			1 Jul 67 - 5 Mar 68
* Preserver (ASR 8)			11 Mar - 5 Apr 68
* Princeton (LPH 5)			23 Mar - 2 Aug 66
			6 Mar - 27 May 67
			3 Dec 67 - 9 May 68
* Ranger (CVA 61) and Carrier Air Wing 2			
Attack Squadron 22			
Attack Squadron 147			
Attack Squadron 165			
Fighter Squadron 21			
Fighter Squadron 154			
Reconnaissance Attack Squadron 6			
Heavy Attack Squadron 2, Det 61			
Carrier Airborne Early Warning Squadron 13, Det 61			
Carrier Airborne Early Warning Squadron 115			
Helicopter Combat Support Squadron 1, Det 61			
* Robison (DDG 12)			26 Aug 67 - 9 Jan 68
* Special Project P-2E Flight Unit, Naval Air Facility, Johnsville			1 Oct 66 - 1 Jul 67
* Task Group 116.2			3 - 5 Aug 67
Commander River Division 54			
River Section 541			
River Section 542			
River Section 543			
Mine Squadron 11, Det Alfa			
SEAL Team, Det Golf			
Echo Platoon			
Juliett Platoon			
Kilo Platoon			
Mobile Support Team 3			
Helicopter Attack (Light) Squadron 3, Det 2			
* Task Unit 73.8.2			14 Jan - 19 Sep 67
Maury (AGS 16)			
Serrano (AGS 24)			
* Staff, Commander Submarine Development Group 2			21 Jul 64 - 22 Jan 68
* USN Military Department USNS Geiger (T-AP 197)			4 Sep 67 - 30 Sep 68
* Valley Forge (LPH 8)			30 Aug 65 - 9 Apr 66
			7 Sep - 1 Dec 66
* Air Antisubmarine Squadron 24			1 Jan 67 - 3 Sep 68
* Amphibious Construction Battalion 1, Det Delta			28 Jun 67 - 31 Dec. 67
* Davis (DD 937)			26 Sep 68 - 9 Mar 69
* U. S. Fleet Weather Facility Keflavik, Iceland			1 Jan 68 - 30 Sep 68
* Heavy Attack Squadron 21			14 Jan 68 - 1 Dec 68
* Inshore Undersea Warfare Group 1, Western Pacific Detachment, Unit 5			1 Feb. 68 - 3 Dec. 68
* Mauna Kea (AE 22)			2 Mar 68 - 6 Oct 68
* Officer in Charge of Construction Naval Facilities' Command Contracts, Thailand			1 May 65 - 1 Jul 68
* Hugh Purvis (DD 709)			26 Sep 68 - 10 Mar 69
* Rainier (AE 5)			11 Jul 68 - 18 Feb 69
* Rogers (DD 876)			14 Jan 69
* Joseph Strauss (DDG 16)			12 Aug 68 - 18 Feb 69
Staff, Commander DesRon 11			
Staff, Commander DesDiv 362			
* U. S. Naval Supply Depot, Yokosuka, Japan			1 Jan 66 - 31 Dec 68

# Letters to the Editor



## Permanent Promotions

SIR: I'm in need of information concerning eligibility requirements for Temporary officers who wish to advance to the permanent enlisted rates of senior and master chief petty officer.

BuPers Notice 1418 of 18 Dec 1968 specifies the requirements for advancement, but does not mention how much time must be served in each pay grade subsequent to advancement to the next higher pay grade.

Where can this information be found?—L. N. W., LT, USN.

• Guidance concerning advancement of temporary officers in their permanent enlisted grades is contained in Article 302.9.6 of the "Manual of Advancement" (NavPers 15989).

This article states that before you may participate in the annual Navy-wide examination for advancement to either senior or master chief petty officer, as an officer you must satisfy the service requirements for advancement.

That is, an officer whose time in rate as a CPO is three or more years may compete for advancement to SCPO. For advancement to MCPO, the officer must have served two or more years as a SCPO. Time served in both enlisted and officer status is creditable.—ED.

## Uncovered Watchstander

SIR: When a watchstander, wearing a guard belt or watch armband, enters a wardroom mess, chiefs' mess or general mess while meals are being served, is he required to uncover?

I contend he is; however, if meals are not being served, he is not.—TMC C. S., USN.

• If in the course of his watch an officer or enlisted watchstander wearing sidearms or pistol belt has occasion to enter a space where a meal is in progress (or where divine services are being conducted), the general practice is to uncover.

If a meal is not in progress (or

This section is open to unofficial communications from within the naval service on matters of general interest. However, it is not intended to conflict in any way with Navy Regulations regarding the forwarding of official mail through channels, nor is it to substitute for the policy of obtaining information from local commands in all possible instances. Do not send postage or return envelopes. Sign full name and address. Address letter to Editor, ALL HANDS, Pers G15, Bureau of Naval Personnel, Navy Dept., Washington, D.C. 20370.

divine services are not being conducted), then the individual on duty (watch) remains covered, as you said. What's more, if he is to address an officer, or is addressed by an officer, the covered watchstander should render the salute. The fact that the officer may not be wearing a cap does not alter the saluting requirement. If the officer is covered, he returns the salute; if not covered, he, of course, does not return it, but instead acknowledges the salute with a nod or greeting.—ED.

## GI Bill in the Philippines

SIR: I am a Filipino citizen who will soon complete my four years of active duty in the Navy. I don't know yet whether I'll ship over or not.

Would I be able to get GI Bill benefits to finish my studies in the Philippines when I get out of the service?

Would I be eligible for an FHA loan to buy a house in the Philippines?—TN S. B. S., USN

• GI Bill, yes. FHA, no.

You may receive GI Bill assistance for a program of education outside the U. S.—if the institution you plan to attend is approved by the Veterans Administration. For specifics, contact the VA Regional Office, Roxas Blvd., Manila.

However, the experts on veterans' affairs in BuPers inform us that VA/FHA loans to buy houses are available only in the United States.—ED.

## No Departmental E's

SIR: Until last year, men in ships' departments which received excellence awards could wear the "E" on their uniforms. OpNav Instruction 3590.4B of 2 Apr 1968 canceled this privilege; however, it stated that "action is being initiated to propose a distinctive uniform insignia to be worn by personnel for attainment of excellence. . . ."

uss Okinawa (LPH 3) Air Department has received the yellow "E" five years in a row. We would like to know what progress is being made in the area of uniform insignia.—LCDR H. N. P., USN.

• Sorry, no uniform insignia is now allowed for departmental awards.

The Navy Uniform Board considered the proposal to adopt a distinguishing mark to recognize departmental or mission area excellence last year. Several designs were produced and considered.

However, the proposal was rejected. In the first place, the board decided that departmental "Es" on the uniform would reduce the prestige of the Battle Efficiency "E" earned by the whole ship or unit. Besides, the great number of transfers in the Fleet today make it very difficult to administer the awards.

Therefore, OpNav Instruction 3590.4C of 4 Feb 1969 canceled the notice you cited. Paragraph 8d of the new instruction prohibits the wearing of distinctive uniform insignia for departmental awards.

But even if your men can't wear the yellow "E" on their jumpers, it's still up there on pri-fly for all the world to see. Congratulations.—ED.

## Retirement and Compensation

SIR: On the date of my retirement I will have 27 years' active service, 10 of which will have been consecutive in a commissioned status as a lieutenant.

However, I want to retire in my permanent enlisted status and be placed in the Fleet Reserve. If I am, will I be eligible to accept a government position without being subjected to the dual compensation act?

On the other hand, if I request to be placed on the retirement list for officers in the highest rank attained while on active duty, will I then be subject to the act?

One last question. If I am placed in the Fleet Reserve, how long afterward may I request retainer pay as an officer?—R. P. L., LT, SC, USN.

● *Members of the Fleet Reserve are not subject to the pay restrictions contained in the Dual Compensation Act of 1964.*

*Further, it has been held by the Comptroller General of the United States that a member of the Fleet Reserve who, upon retirement from the Fleet Reserve, is advanced on the retired list to a warrant or commissioned grade, is not subject to restrictions of the act.*

*Therefore, you may accept a government position as the law now stands.*

*As a member of the Fleet Reserve, you would be transferred to the Retired List of the Navy on the first day of the month after the date on which you complete 30 years' total service (unless you are retired earlier for physical reasons). You would be concurrently advanced on the retired list*

*to the highest temporary officer grade in which you served satisfactorily as determined by the Secretary of the Navy, with entitlement to retired pay based on the applicable basic pay to which advanced.—Ed.*

### **No Transfer for Vet Benefits**

SIR: I don't plan to use my GI Bill benefits for myself; however, I heard that dependent wives can use them after separation of the serviceman. My wife would like to use the bill to attend college. Are the benefits transferable?—LTJG G. M. L., USNR.

● *Sorry, they aren't. For that matter, any Veterans Administration benefits that you don't use yourself are not transferable to members of your family.*

*You may have had in mind the recent authorization of educational benefits for wives of deceased or totally disabled veterans, which gives them the same assistance that children receive under the War Orphans Education Program.*

*Under these programs, wives and children of deceased or disabled veterans receive amounts ranging from \$60 monthly for half-time school work to \$130 for full-time study, for up to 36 months.*

*For dependents to qualify, the serviceman's disability must be classified as total. Death or disability must be a result of military service.—Ed.*

### **Lengthy History for Signalman**

SIR: A friend and I are unable to get together on:

The year the Signalman rating was established.

The month and year conversion to SM was authorized.

The month and year of the first exams under the SM conversion program.

The year that pay grades E-8 and E-9 were authorized.

The year the Senior and Master Chief grades actually were awarded to Navymen.

We're far apart in our recollections, but we'll go along with yours.—S. A., QMC, USN.

● *As a matter of historical interest, there was a Signal Quartermaster rating from 1865 to 1883. The Signalman rating, as such, was established in 1921.*

*In 1948, SM was discontinued and its functions were integrated with Quartermaster.*

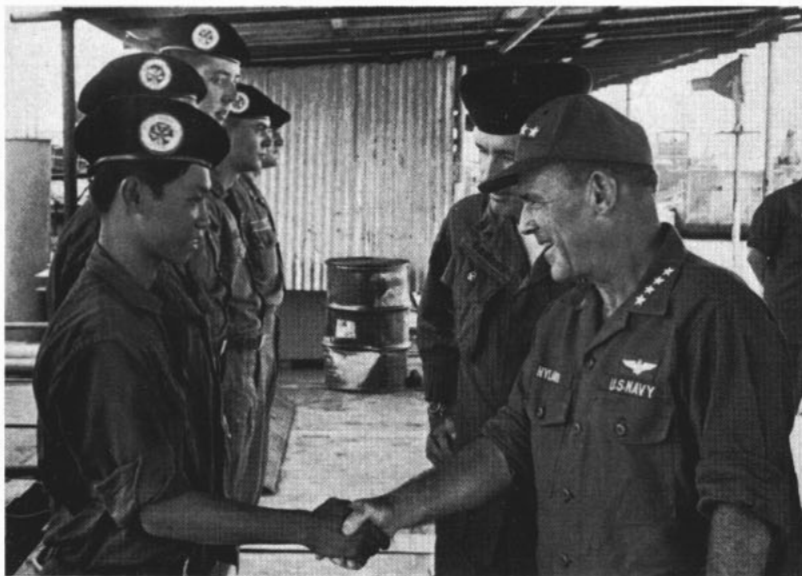
*The SM rating was reestablished in April 1956, and conversion to SM was authorized five months later.*

*The first exams under the conversion program were administered in February 1957.*

*Congress acted in 1958 to establish pay grades E-8 and E-9. The Navy selected its first Senior and Master Chiefs in November of that year.—Ed.*

**SPRAY DAY**—Destroyer USS Edison (DD 946) is refueled by Seventh Fleet Carrier USS Hancock (CVA 19) in rough seas





Admiral John J. Hyland speaks with Vietnamese Seaman Tich Co Hai during a visit to the Mekong Delta. Hai is one of many Vietnamese Navymen training with U. S. Navy crews on river patrol boats in the Mekong Delta—Photo by PH2 S. Langley.

### On the Naming of Ships

SIR: I was surprised to read (*ALL HANDS*, June 1969) that the former small aircraft carrier *Saipan* (CVL 48) had her name changed when she was converted to a communications relay ship (AGMR 2).

*Saipan's* sister ship, *Wright* (CVL 49), underwent no name change when she was converted to a command ship (CC 2).

Why this inconsistency?—W. E. G., ADRC, USNR (Ret.)

•It is usually a policy to retain the name of a ship when it is reclassified, particularly if the ship had been named to honor a person.

In keeping with this, *Wright* (named for Orville and Wilbur Wright) kept her name when converted to a command ship (CC 2).

Before the first major communications relay ship (AGMR) joined the Fleet, it was decided that a new name source should be adopted for the type: appropriately, sites of the Navy's first communication test stations (cities or counties).

The first AGMR, formerly the escort carrier *Gilbert Islands* (CVE 107), joined the Fleet in December 1963, and was named *USS Annapolis* to honor the city in Maryland in which the Navy had established one of its first wireless test stations.

When *Saipan* was converted to

the AGMR 2, she was named *USS Arlington* to honor the county in Virginia in which an experimental Navy radio station had been established in 1910.

Since neither *Saipan* nor *Gilbert Islands* had been named to honor a person, there was no deviation from the "usual policy" mentioned above.—Ed.

### A Matter of Nomenclature

SIR: In your answer to a letter about Eugene Ely's landing on and takeoff from *USS Pennsylvania* in 1911 (*ALL HANDS*, October 1968, p. 30), you identified the ship as a battleship. To the best of my memory, *Pennsylvania* was an armored cruiser.

There were 10 armored cruisers at that time. All were named for states, then later renamed after cities in the states they were originally named for.

Two were lost: *Memphis*, formerly *Tennessee*, wrecked by a tidal wave in 1916 at Santo Domingo; and *San Diego*, formerly *California*, sunk by the enemy during World War I.

The 10 were commonly referred to in the Cruiser Force as the "Big Six" and "Big Four." There were also three ships called "protective cruisers"—*Charleston*, *St. Louis* and *Milwaukee*.

All 13 were four-stacker coal-burners. I remember we used to leave New York on convoy duty with bags of coal stacked on the quarterdeck. As the coal was used out of the coal bunkers, the deck force would dump the bags down chutes into the bunkers.

The big ships were an impressive sight when they were cruising together. Could you refresh my memory on their names?—MMC W. J. Swaney, USN (Retired).

•With pleasure, Chief, in return for your lesson in naval history.

We had assumed, without thinking too much about it, that since *Pennsylvania* was named for a state, she had to be a battleship. When we got your letter and checked various references, we were reminded that state names were used for both battleships and cruisers in the pre-WW I days.

You're right. *Pennsylvania* (ACR4) was an armored cruiser, one of six in her class. In 1912, the year after Ely's flight, her name was changed to *Pittsburgh*. The name *Pennsylvania* was then assigned to the new battleship (BB 38), commissioned in 1916, that went on to WW II fame.

The newly named *Pittsburgh* served in Mexican, South American, European and Asiatic waters until she was decommissioned in 1931. Later, another cruiser bearing the same city's name served from 1944 to 1946.

Here's how "Jane's Fighting Ships" of 1914 lists the American cruiser forces:

Ten armored cruisers—four "Washington" (officially *Tennessee*) class and six "California" (officially *Pennsylvania*) class. (The Navy's official system of assigning ships to classes uses the name of the ship with the lowest hull number; "Jane's" used a different system.)

Five first-class cruisers—*Brooklyn* and *Saratoga* (old armored cruisers carried on the Navy List by 1914 as "first-class") and the three *St. Louis* class ships you mention: *St. Louis*, *Charleston* and *Milwaukee*.

Four second-class cruisers, 11 third-class cruisers, and two protected cruisers.

An armored cruiser, by the way, was one carrying both belt armor and an armored deck; a protected cruiser had armor only on the deck;

and an "unprotected cruiser" had to get out of the way of projectiles.

The Tennessee class "Big Four" each carried four 10-inch, 40-caliber guns and 16 six-inch, 50-caliber as main armament. The "Big Six" of the Pennsylvania class were armed with four 8-inch/45's and 14 six-inch/50's.

As you point out, all 10 had their names changed from states to cities at various times between 1912 and 1920. Their old names were then given to battleships.

Here are the old and new names, as given by the Ship's History Section, in order of hull number. The first six are Pennsylvania class, the last four Tennessee class. All were designated "ACR."

- 4 Pennsylvania/Pittsburgh
- 5 West Virginia/Huntington
- 6 California/San Diego
- 7 Colorado/Pueblo
- 8 Maryland/Frederick
- 9 South Dakota/Huron
- 10 Tennessee/Memphis
- 11 Washington/Seattle
- 12 North Carolina/Charlotte
- 13 Montana/Missoula

Memphis and San Diego were lost as you said. All the others except Pittsburgh and Seattle were decommissioned by 1927.

Thank you for correcting our error. And special thanks for sharing your memories of the coal-burning Navy.—ED.

### Pay and Excess Leave

SIR: When leave cannot be obtained, because of a command's shortage of personnel or operating schedule, is there any provision for crewmen to be paid for leave lost due to exceeding the maximum 60 days that may be carried on the books at the beginning of a new fiscal year?

There's scuttlebutt around this ship that if a man has had three leave requests turned down and presents the rejected chits to the disbursing officer, he may be paid for days lost over the 60-day maximum. Is this true?—CS2 M. J. S., USN

• There is no provision to compensate an individual who lost leave as a result of having his leave requests denied.



**DIVING BELL**—Boatswain's Mate 3rd Class Terry E. Cringan and Fireman Roy Hoffman hold bell of USS Snapper (SS 185) found at Pearl Harbor.

This prohibition is based on law—the Armed Forces Leave Act of 1946, as revised and reenacted by Congress. The regulations are outlined in "BuPers Manual," article C-6105 (1), which states that leave accumulated in excess of 60 days at the beginning of a fiscal year, on first extension of enlistment, or on discharge or separation "is irrevocably lost and may not be taken or compensated for in cash."

You may accumulate more than 60 days of leave during the fiscal year; but you must use the extra leave before the beginning of the

new fiscal year (1 July) or you'll lose it.

There's a very good reason for the rule. It's intended to discourage people from working themselves to death.

The Navy recognizes the value—for that matter, the necessity—of a vacation. If you take a few days off when you can, you'll come back to work refreshed, with new vigor. You feel better, and you're more of an asset to the Navy.

Of course, commanding officers must control the granting of leave according to the needs of the service. There will be times when it is impossible to give leave because of operational commitments.

During World War II, for example, when ships were often deployed for years, a man might not be able to take all the leave to which he was entitled because of the pace of operations.

But we know of very few units that have such rigorous schedules today. In nearly all cases, there's time for R&R—if you're willing to take it at the appropriate time.

We suspect that most leave-accumulating problems arise from hoarding leave until late in the fiscal year, then requesting it at the last minute when operations or other needs of the unit will not allow it. Planning your leave for times when your unit has a lull in activity will usually avoid the problems.

A full discussion of leave appears in this issue on page 32.—ED.

### By the Numbers

SIR: In one of your back issues (April 1969, page 62) there is a picture of an old battleship, USS Texas, including what appears to be a clock in the top part of the picture. However, the best we could count, it has only 10 numbers, so we guessed it must be a timer of some kind. Could you help us out?—ADR1 G. H., USN.

• Good guess, but you're not even warm. The device is a range dial, used to indicate target range (distance from the ship to surface or shore targets) in thousands of yards to ships in company. One dial was mounted facing forward, another facing aft.—ED.

### Signatures

SIR: The sample formats and exhibits of official correspondence appearing in *BuPers Manual*, *Navy Regs* and the *Correspondence Manual* show the signature as A. B. Sea—never as Able B. Sea.

Am I to assume that officers are expected to sign their names using first and second initials only? Or may they sign their first name, middle initial and last name as they wish?—M. P. M., PN2, USNR-R (TAR).

• There are no specific rules regarding the form of signature to be used in official correspondence, so we are told by the Naval Records Management Branch.

Generally accepted, and the most common form preferred by individuals, is the first name, middle initial, and last name.

The authors of the "Department of the Navy Correspondence Manual" indicate that the next revision will contain alternate forms of signatures, that is, A. B. Sea, Able B. Sea, A. Baker Sea, and Able Baker Sea, to avoid any inference that only one form is permitted.—ED.

### Cap Devices Will Be Worn

SIR: I have two questions that may be of interest to senior and master chief petty officers.

First, I have heard that some senior and master chiefs are not wearing the new cap devices. *Uniform Regs* say the new devices are regulation on receipt of a notice dated 19 Jan 1969. I wear the device, but some SCPOs and MCPOs tell me that, despite the notice, USN chiefs don't wear them. Who is correct?

Also, am I rated as an SPCM or MMCM? I came up through the Machinist's Mate path of advancement.—W. H. R., MCPO, USNR.

• The new cap devices are to be worn by ALL senior and master chiefs, no matter what their status. And you're a Master Chief Machinist's Mate.

*BuPers Notice 1020* of 14 Jan 1969 gave the information on the new cap devices for senior chief (one star on the anchor) and master chief (two stars), and directed that the requirement was to be incorporated in "Uniform Regulations." All senior and master chiefs, Regular or Reserve, are

expected to wear the new devices. Those who don't would appear to be trying to write their own regs.

Another *BuPers Notice* (1440 of 19 Dec 1968) announced the decompression of the SP (Steam Propulsionman) rating to the original BT and MM ratings at the master-chief level. Effective 15 Feb 1969, all SPCMs reverted to their original designations, depending on their backgrounds, to become MMCMs or BTCMs.—ED.

### Polaris Pin

SIR: You published an article on the Polaris breast pin award in your June issue. I made a Polaris cruise in 1964. This command's most recent Awards Manual does not provide any information on the pin.

What are the qualifications and the procedure for applying for the pin?—CDR E. D. I., CHC, USN.

• As long as you completed one or more successful Polaris patrols, Chaplain, you may wear the SSBN Deterrent Patrol Insignia with one star for each patrol after the initial patrol. The pin itself represents the first patrol. You're considered to have sufficient authority if you have evidence in your record that you were attached to an SSBN during the patrol or patrols.

The pin (like other breast insignia, including the dolphins) is not issued. You may buy it at Navy Exchanges without submitting documentary evidence of your eligibility.—ED.

### Credit Where Credit Is Due

SIR: Are men in the gunner's mate rating authorized to wear right arm specialty badges for Mount Captain, Gun Trainer or Gun Pointer?

Our personnelman says no, but it seems logical to me that a rated gunner's mate would be most qualified to display such special qualifications.

Care to get into it?—K. L. C., GMG2, USN.

• First, let's get together on some definitions from "Uniform Regulations."

A SPECIALTY MARK is the indication of rating centered between the eagle talons and upper chevron on a rating badge. Each rating has its own spe-

cialty mark, and we happen to know that yours, for example, is crossed gun barrels.

You are referring to a DISTINGUISHING MARK which, on the other hand (or sleeve, get it?), is an embroidered device which symbolizes a special qualification not usually associated with the rating of the man so qualified. A distinguishing mark is worn on the right sleeve, midway between shoulder and elbow.

"Uniform Regulations" (article 0653) lists various distinguishing marks that are authorized for wear on the enlisted uniform. There are marks for divers, coxswains, EOD technicians and others, but for the purposes of this discussion, we'll stay with Mount Captain, Gun Trainer and Gun Pointer.

And here's where your personnelman showed that he knows his manuals.

"Uniform Regs" makes it clear that distinguishing marks may be worn only by those who qualify under terms of the "BuPers Manual."

And the "BuPers Manual" makes it clear that a gunner's mate is not eligible to be a Gun Pointer, Gun Trainer or Mount Captain.

There's a reason for this apparent inconsistency.

Remember that we're talking about special qualifications not normally associated with a man's rating.

As a gunner's mate, chances are you already know how to operate a gun mount. Proof of this ability shows up in the crossed gun barrels you display as a specialty mark.

It's the man in some "outside" rating who qualifies as a Mount Captain, for example, who deserves the distinction of a distinguishing mark.

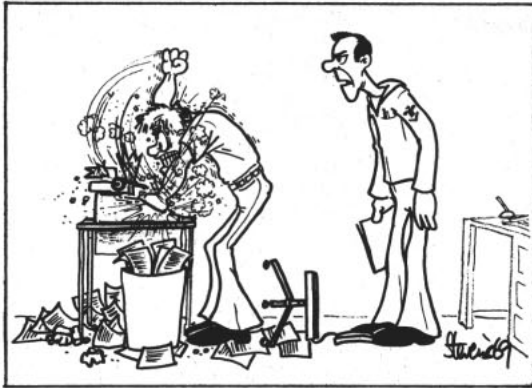
Why are outsiders assigned to gunner's mate-type duties?

That's easy. The number of rated gunnery personnel is not adequate to man all the Navy's gunnery equipment. Additional gunners must be obtained from other ratings.

Awards of right arm distinguishing marks such as those for Mount Captain (gun barrel), and Gun Pointer and Gun Trainer (cross wires of a gun-sight), give credit to those who take the time and effort to qualify in skills outside their ratings.

"BuPers Manual" (chapter 7, section 5) has a full discussion of qualifications for these and other distinguishing marks.—ED.

CYN3 Gregory L. Stevens, USN



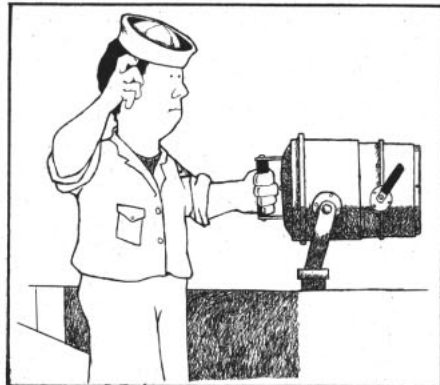
"Patience is a virtue, Seaman Flagle."

YN5A Dean E. Yeagle, USN



"Just my luck . . . stuck in a port without an EM Club."

SN Larry R. Moore, USN



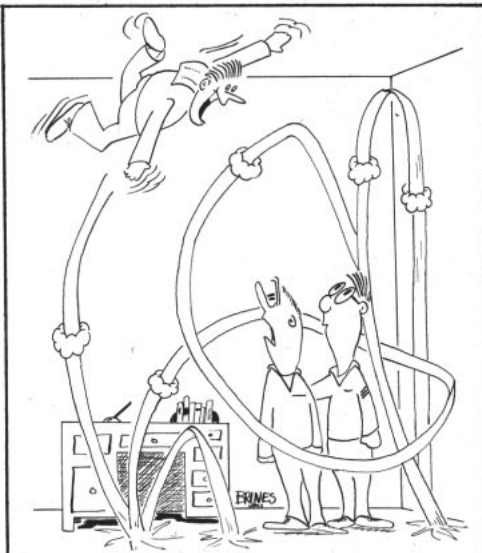
"Let's see now . . . 'I' before 'E' except after . . ."

IC1 Jeremiah H. Paoli, USN



"Doctor, they all have high blood pressure!"

HM1 George P. Brines, USN



"Gee, all I said was, 'You made first class' "

CTC Ernest M. Mawn, Jr., USN



"Let's start off with P4 paren 2 paren, then I'll have a couple of GPC (J94 Types). Make it Q57 instead of Q43 (1) . . . The little lady would like J77 . . . smothered in 013 . . . Q43,Q13 and just a dab of Q72 . . ."

# TAFFRAIL TALK

ONE OF THE GREAT strengths of the Navy is the mobility of its ships. But there's one useful vessel that has never moved—or even gone near the water.

She's named *Recruit*. As everyone who went to boot camp at San Diego remembers, she's a two-thirds-scale model of a destroyer escort (landlocked) used to provide recruits with practical experience in shipboard skills.

*Recruit* is 20 years old this year. She can boast of having had more Navymen serve aboard her than on any other ship—somewhat more than 950,000. And according to NTC San Diego, she's also the fastest ship in the Navy. (Made fast in concrete, get it?)

That pun has another meaning for many Naval Academy graduates, who remember *uss Reina Mercedes*, station ship at Annapolis for 45 years. The old cruiser, captured in the Spanish-American War, was used at various times as quarters for enlisted men, the home of the commanding officer, and a brig for midshipmen until her decommissioning in 1957.

A braced plebe could expect the question: "What is the fastest ship in the Navy?" Few knew the right answer—*Reina Mercedes*.

But *Reina* was moved to Norfolk every few years for overhaul. Her longest period of immobility was from 1939 to 1948—nowhere near *Recruit's* 20-year record.

Another of *Recruit's* rivals for the fastness title, until this year, was *Pandemonium*, a 172-foot mockup used by students at the damage control school at Treasure Island. But a house-moving firm took *Pandemonium* on her first voyage this summer—a truck-towed cruise from her original position to a new concrete berth at the other end of the island.

Then there was *Illinois*, a facsimile battleship built of brick, cement and steel on piles in Lake Michigan. A replica of the *Oregon*-type battleship which was then under construction, it drew immense crowds to view the naval exhibit of the 1893 Exposition. After the fair closed, this concrete ship was used as the headquarters of what was then called the "Great Lakes Training Squadron."

And, although not a contender for the title of "fastest," the real *Illinois* (BB 7) after her active-duty career, did remain more or less immobile for more than 30 years as a floating armory for the New York Naval Reserve. It was in this capacity that, in 1941, she was redesignated IX 15 and renamed *Prairie State* to allow her name to be assigned to a projected new battleship.

Thus, although *Recruit* is by no means the only "fast" ship in the history of the U. S. Navy, few of her companions in the annals of non-movement can equal the tramp of many feet as new Navymen learn principles of casting off and mooring, moving about during emergency drills, and phone-talking procedures.

Below decks, at the concreteline (it can't be called a waterline, now can it?), are classrooms. TDE 1—that's *Recruit Training Destroyer Escort One*, if you aren't up on your ship classifications—is fully equipped with signal halyards, standard deck gear, anchors, engine room telegraph and wheel.

*The All Hands Staff*

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Interesting story material and photographs from individuals, ships, stations, squadrons and other sources are solicited. All material received is carefully considered for publication.

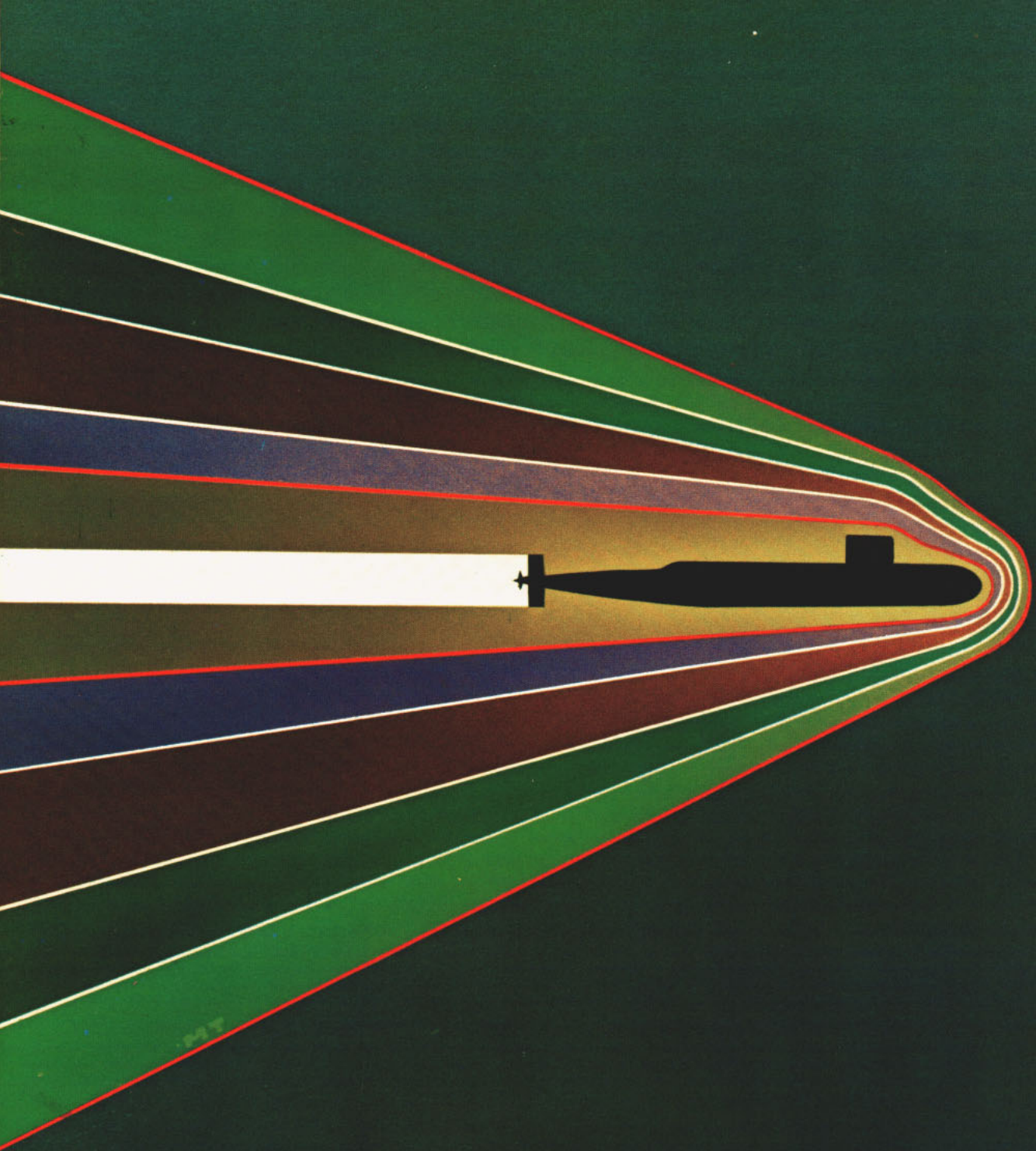
There's a good story in every job that's being performed either afloat or ashore. The man on the scene is best qualified to tell what's going on in his outfit.

Photographs are very important, and should accompany the articles if possible. However, a good story should never be held back for lack of photographs. **ALL HANDS** prefers clear, well-identified, 8-by-10 glossy prints, black-and-white, and also color transparencies. All persons in the photographs should be dressed smartly and correctly when in uniform, and be identified by full name and rate or rank when possible. The photographer's name should also be given.

Address material to Editor, **ALL HANDS**, Pers. G15, Navy Department, Washington, D. C. 20370.

• **AT RIGHT: VIEWPOINT**—The 900-foot flight deck of USS Franklin D. Roosevelt (CVA 42) looks mighty small as Navy pilot CDR Christopher Withers prepares for an arrested landing at 8000 feet.





***moving forward...***  
***U.S. NAVY IN INNER SPACE***